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HUMAN RIGHTS COMMISSION  
LESBIAN/GAY ADVISORY COMMITTEE

NOTE: The name of this Committee was "Gay Advisory Committee" until November 1982, when it was changed to "Lesbian/Gay Advisory Committee"



GAY ADVISORY COMMITTEE

Next Meeting

DATE: Tuesday, June 15, 1982  
TIME: Noon (12:00p.m.)  
PLACE: Commission Room, Third Floor  
Main Library, Civic Center

DOCUMENTS DEPT.

JUN 10 1982

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ACENDA

1. Adoption of May 18, 1982, meeting
2. Commissioner Report
3. Staff Report
4. Discussion and Report on the California ERA-- Kay Tsenin, ERA Ratification Office and a possible representative of the Women's Business and Professional Clubs.
5. Report on New Member Selection - Koriel Schreivogl
6. Staffing the GAC table at Lesbian/Gay Day
7. Old Business/New Business
8. Calendar Matters
9. Adjournment

If you have any questions, please contact Jackie Winnow at 558-4901.

JW:vee

(415) 588-4901

Suite 501, 1095 Market Street

San Francisco 94103

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Gay Advisory CommitteeMinutesJune 15, 1982

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Committee Members Present: Commissioner David Yamakawa, Jr., Co-Chair;  
Marty Kashuba, Jerel McCrary, Pat Norman, W. Koriel Schreivogl, Marsha Seeley,  
and Sue Zemel; HRC Chairperson, Phyllis Lyon

Committee Members Absent: Commissioner Richard Sevilla, Johnny Nieto, and  
Randy Stallings.

Community Members: Hannah Dubie, Eric Nims and Dana Van Gorder

Guests: Diana Hoffman Levitz and Kay Tsenin.

Staff Present: Eileen Gillis and Jackie Winnow

The meeting was called to order by Commissioner Yamakawa at 12:15 p.m.

1) Adoption of the May 18, 1982 Minutes

\*\*\*m/s/c Adopted with the following corrections: pg. 3 item 9, change  
to reflect HRC sending letters; pg. 2, Item 4, ACA 59 introduced by  
Assemblyperson Floyd and Willie Brown.

2) Commissioner Report - David Yamakawa

Commissioner Yamakawa reported that HRC gave approval at their June 10th  
meeting to send Alice Lytle a letter urging continuance of the Sexual  
Orientation Project.

3) Staff Report - Jackie Winnow

Jackie Winnow reported that the letters requested at the last meeting of  
GAC to be sent to the S.F. Examiner and Time magazine were in preparation.  
The pamphlet publicizing GAC is being type-set and will be finished by  
the Lesbian/Gay Day parade. The intern from Golden Gate Law School has  
accepted another position for the summer and will not be coming to HRC.  
Two summer interns from North Western will be interviewed next week.  
Torsten Bodecker's internship has ended.

The next planned article for "Coming Up" on the history of 12A, 12B, and  
Article 33 has a deadline of June 20th. It was decided that Jerel McCrary will  
submit an article on Article 33. The other project concerning the history of  
12A and 12B will be written separately for the following submission.

The North American Man/Boy Love Association (NAMBLA) has requested to  
be included on a future GAC agenda to examine their issues and offer support.

Commissioner Lyon sent GAC material concerning the U. S. Commission on  
Civil Rights hearings on the connection between bigotry and violence.

Police Commissioner Jo Daly submitted an article appearing in a recent issue  
of T.V. Guide entitled "CBS Alters 'Cagney', calling it 'Too Women's Lib.'"  
(See Section under New Business).

Letters of resignation were read from Garland Kyle and Pat Norman. Both  
stressed their satisfaction gained from their highly productive work with GAC,  
as well as their regret in leaving the Committee for personal reasons.



Appreciation and thanks were expressed by various members, especially for the long running work of Pat, who has been with GAC for six years.

\*\*\*m/s/c A thank you letter is to be sent to Garland and Pat, as well as Johnny Nieto whose letter of resignation is expected.

An ERA Rally and Celebration is scheduled for Wednesday, June 30th at 6 p.m. in the Civic Center Plaza.

4) New Member Selection Process

Koriel Schreivogl reported on the suggestions of the New Member Selection Committee. It was decided that a five member committee with Richard as chair be set up to review new applicants for GAC. Special outreach will be made to bring in under-represented groups such as third world, youth, disabled, lesbian/gay parents, etc. Packets of information will be sent to organizations and then followed up by telephone. Some media outreach will be made, as well as personal visits to organizational meetings. Ten people will be chosen to be interviewed by all of GAC and a goal or aim of 5 new people will be added. All material will be sent by August 1 and the committee report of prospective members will be presented by the September meeting.

\*\*\*m/s/c Outreach as recommended by the subcommittee is accepted with the addition of specific media announcements.

\*\*\*m/s/c The New Member Selection Committee will be made up of Marsha, Koriel, Sue and Richard.

5) Discussion and Report on the California ERA

Kay Tsenin, ERA Ratification Office and Diana Hoffman Levitz, California Federation of Business and Professional Women's Clubs held a discussion concerning ACA no. 59, California Equal Rights Amendment, introduced by Assemblyman Floyd and Willie Brown. Ms. Levitz spoke first asking GAC to support the placing of the bill on the November election ballot. She argued that Equal Rights must be mandated on a State level in order to afford proper protection. Ms. Levitz did not feel that pushing this bill at this time would dissolute the Federal ERA effort, but would in fact strengthen it.

Ms. Tsenin spoke in support of postponing this effort until after the deadline for the Federal ERA in fear of it dividing the lobbying efforts presently ongoing, and not afford the time for proper work to be done to ensure passage. A loss at this time could do great harm. Kay suggested time is needed to analyze what groups and elected representatives are supportive of a State ERA before the ballot next Spring. Present effort is best spent getting progressive candidates into office.

\*\*\*m/s/c to support the concept of a State ERA effort after the Federal ERA deadline.

7) Staffing the GAC table at Lesbian/Gay Freedom Day

A schedule was reviewed to cover staffing of the table at Lesbian/Gay Freedom Day. Final details were covered.

8) New Business

HRC chairperson Lyon introduced articles which appeared in the S.F. Examiner and Chronicle concerning the teaching of sex education at U. C. Long Beach by Dr. Betty Brooks. It is being asserted by Senator Richardson and Assemblyman Spra that these classes are an invasion of religious rights and are propagandizing lesbianism. The school administration has ordered an immediate investigation and the entire Women's Studies program is at risk. It is apparent that these are planned homophobic attacks, involving





deliberate infiltration and inaccurate representation of fact. Letters of support are needed to the Dean, President and V.P. of Academic Affairs at Cal State. Other programs across the State need to be monitored to appraise the backlash of this discriminatory effort in order to ensure constitutional freedom, additional letters should go to the legislature and trustees of the State Universities.

\*\*\*m/s/c Letters opposing the investigation and charges against Dr. Betty Brooks from HRC be sent.

The Committee then discussed the T.V. Guide article. \*\*\*m/s/c to send a letter to Richard Rosenbloom, Producer, addressing the homophobic and sexist material contained in the article.

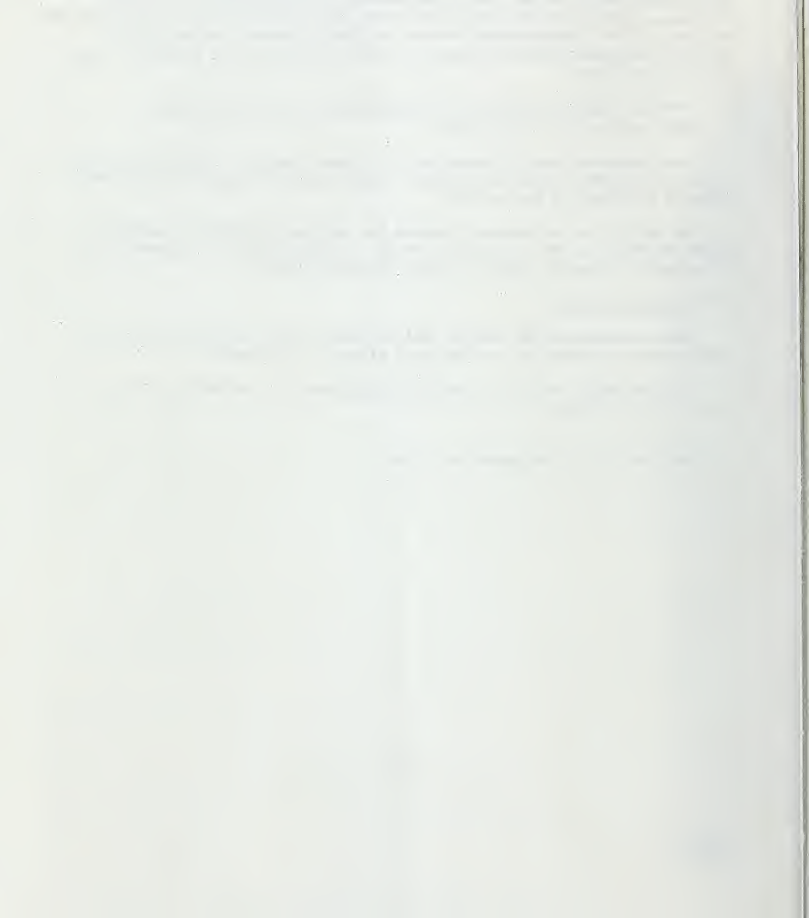
An issue to be calendered concerns the proposed legislation extending health benefits to the significant others of City employees. Speakers will be arranged addressing this issue for the next meeting.

10) Calendar Matters

The next monthly GAC meeting will be held on July 20th at Noon in the third Floor Commission Room of the Main Library, Civic Center.

The new member selection committee meeting will be held June 30th at 5 p.m. at HRC offices.

The meeting was adjourned at 2 p.m.



GAY ADVISORY COMMITTEE

Next Meeting

Date: Tuesday, July 20, 1982  
Time: Noon (12:00 p.m.)  
Place: Commission Room, Third (3rd) Floor  
Main Library, Civic Center

DOCUMENTS DEPT.

JUL 15 1982

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AGENDA

1. Adoption of June 15, 1982 meeting
2. Commissioner Report
3. Staff Report
4. Ordinance Describing Certain Benefits of Domestic Partners and Ordinance to Create A Record of Domestic Partnerships- Matt Coles and Dana Van Gorder
5. Old Business/New Business
6. Calendar Matters
7. Adjournment

If you have any questions, please contact Jackie Winnow at 558-4901.

JW:vee

7/8/82



GAY ADVISORY COMMITTEE

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MINUTES OF

AUG 19 1982

TUESDAY, JULY 20, 1982SAN FRANCISCO  
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Committee Members Present: Commissioners Richard Sevilla, David Yamakawa Jr.;  
Co-Chairs: Marty Kashuba, Jerel McCrary, W. Koriel  
Schreibvogel, Marsha Seeley, Randy Stallings.

Guests: Matt Coles and Dana Van Gorder, Members of KQED

Staff Present: Eileen Gillis, Gail Roberts, and Jackie Winnow

The meeting was called to order by Commissioner Sevilla\*presiding\*at  
12:15 p.m.

1) Adoption of the June 15, 1982 Minutes

\*\*\*m/s/c Adopted with the following corrections: pg. 2, item 4, change to include Jerel McCrary on the new member selection sub-committee; pg. 2, item 4, change to reflect that 10 people will be chosen by the selection committee for interviews. Five of these will then be presented by the selection sub-committee for final selection.

2) Commissioner Report - Richard Sevilla

Commissioner Sevilla reported on progress in dealings with the Redevelopment Agency in the matter of the Glad Tidings Temple. Much discussion with Supervisor Harry Britt's office and Paul Hardman has occurred and will continue. Community United Against Violence (CUAV) and HRC are working to improve relations with the Glad Tidings Temple in order to prevent further acts of discrimination. The City Attorney's opinion is that the City does not have jurisdiction over the Redevelopment Agency's decisions in the acquisition of property. A judgment in this matter has also been requested from the State Attorney General's office and an answer is awaited. In addition it is hoped that the CA will reconsider its opinion in view of the preliminary opinion of the State Attorney General's office. No reply has been received from the Pastor Melvin of Glad Tidings.

At the regular meeting of the HRC on July 8, 1982, the concept of a State ERA was endorsed. The HRC voted not to send a letter concerning the Betty Brooks matter. As a result it was decided to discuss strategizing tactics to effectively present GAC issues to the HRC, this was tabled until later in the meeting.

Uncoming events include a gathering of religious people in San Francisco on July 22-27. Included in this group will be members of "Save our Souls", (SOS) an organization which is seen as notoriously anti-gay. CUAV will be working to prevent the physical threats and accostations that have previously occurred to Gay people from this group. Street patrols will be arranged and any reports of incidents should be given to CUAV at UNI-safe. Last year an increase of 30% was reported in physical molestations concurrent to this group's arrival in San Francisco. A rally of the religious groups is scheduled for noon at Union Square on the 24th of July. All Gay people are encouraged to attend to voice their protest to the groups.

3) Discussion and Report on the Ordinance Describing Certain Benefits of Domestic Partners, the Ordinance to Create A Record of Domestic Partnerships, and the Ordinance to Extend Coverage of Health Plans to Domestic Partners of City Employees.

Attorney Matt Coles and Staff Aide to Harry Britt, Dana Van Gorder, led a discussion concerning these ordinances. Mr. Coles spoke first, asking GAC to support the concept of legislation to establish domestic partnership in San Francisco. A review was given of all three ordinances.

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The Ordinance to Create a Record of Domestic Partnerships is legislation enabling two individuals to file with the County Clerk a sworn Affidavit of Domestic Partnership swearing that they reside together, they share the common necessities of life and are each other's sole domestic partner. The ending of a Domestic Partnership can be accomplished again by filing a sworn Affidavit with the County Clerk's office stating that the partnership is over and stating that the person who signed it has mailed a copy to the other domestic partner. No new Affidavits of Partnership may be filed until six months after a statement ending the first partnership is filed. Mr. Coles reported this is the period required between the dissolution of marriage and before beginning a new marital relationship.

The Ordinance Describing Certain Benefits of Domestic Partnership defines these benefits as unrestricted hospital and jail visitation, City provision of leave to employees in order to care for a sick spouse or to mourn the death of a spouse (if the same leave is given to married employees of the same department), as well as housing eligibility if marriage is used as a criterion in any decision about public housing or publicly subsidized housing made by the City.

The Ordinance to Extend Coverage of Health Plans to Domestic Partners of City Employees would require the City and County Health Service System to offer health benefit coverage for domestic partners of City Employees. In order to not interrupt present systems of health care only one plan covering domestic partners who not spouses needs to be made immediately available. The City would continue its existing agreement with non-complying carriers or organizations with emphasis on negotiation aimed at insuring future protection for Domestic Partners in all plans. An affidavit would not #1 be needed for this health care cover since the City does not now pay for benefits for spouses or for children, the addition of domestic relationships will not add any extra fiscal responsibility by the City.

Mr. Coles then ended with a discussion of the process undergone in developing these ordinances including the reasoning behind choosing certain definitions over others in drafting the legislation. He reports that Kaiser-Permanente Medical Center, a City insurer, has so far indicated its willingness to participate in this program. The City's own self-insurance plan would also comply. At this time, final revision and language development is being undertaken. Discussions and input from various community groups and city agencies are being made in order to encourage suggestions and further ideas.

Dana Van Gorder then spoke on the political aspects of drafting and enacting such an ordinance. He described the process to be undergone in achieving the legislation. It was introduced into the Board of Supervisors' who then referred it to the Civil Service and the General Administration Committee of which Supervisor Harry Britt is a member. It will be sent to the City Attorney's office to explore its legal ramifications and then returned to the Civil Service and General Administration for hearings and then be sent to the Board of Supervisors. No active opposition is expected from the Board of Supervisors.

Mr. Van Gorder described the process of needs assessment that had preceded development of the ordinance. This primarily indicated a need for some way of formalizing long term relationships. Future directions include viewing this as the first step for understanding non-traditional relations both in San Francisco and in other communities across the nation. These benefits could then possibly be extended into private sector employers.

In conclusion, Mr. Van Gorder asked GAC's help in providing cases of individual testimony concerning the difficulties incurred by residents of San Francisco as a result of not being protected by legislation establishing and giving benefits to domestic partners. This would be helpful in the hearings before the Civil Service Committee, and General Administration, as well as the Board of Supervisors. Staff person Gail Roberts then stated that HRC's files are not public record and could not be opened to those outside the agency's house, but it would be possible to contact such individuals from HRC requesting that they contact those involved with the legislation.

Suggestions were then made by members of GAC. Commissioner Yamakawa spoke of different ways to improve the language of the legislation, Marsha Seeley gave strong opposition to no inclusion of children as additional members of the domestic partnership.







#2...m/s/c to recommend that HRC endorse the concept of the three ordinances: the ordinance to create a record of Domestic Partnerships; ordinance describing certain Benefits of Domestic Partners; and Ordinance to extend coverage of Health Plans to Domestic Partners of City Employees. STAFF REPORT--Jackie Winnow

Jackie Winnow reported on the GAC table at the Lesbian/Gay Freedom Day Parade. All went well and special thanks was given to Marty Kashuba in her extensive efforts in setting up and arranging the table. As a result of the unfortunate accident and death of Darrell Anderson, Richard Sevilla was unable to staff the table. Randy Stallings could not find the table. A letter was sent by Jackie complimenting the Parade Committee for their excellent work, including a suggestion to notify organizations prior to the event of the location of the booth. The pamphlet dispersed at the Parade received immediate response from several individuals wishing to volunteer at HRC. Pamphlets were sent to various community organizations including Operation Concern, CUAV, Artemis, etc. GAC members were encouraged to take pamphlets for further distribution.

The news release for new members has been sent. An announcement was given at the Coalition for Human Rights. KPFA was heard giving a description of GAC but neglecting to ask for new members. A letter to be included with the flyer will be developed and the entire package will then be sent out to various organizations.

The quarterly complaint report prepared by Eileen Gillis was distributed. The annual fiscal year report will be finished soon. Complaints were up this quarter. A satisfactory settlement is expected from the investigation of a complaint undertaken in conjunction with the DA's office, the first of its kind. Work with the DA's office has been both profitable and enlightening.

A taping on Gay employment issues was done at KNBR on July 8. Garland Kyle, Jackie Winnow and Mark Hetts participated. Richard Sevilla and Barbara Cameron were not able to attend.

The Cagney and Lacey letter concerning negative media presentation of Lesbianism has been mailed. The letter on the Examiner article concerning the Terry Ray Cook rape case was passed by HRC with a change requesting the addition of a paragraph asking for a meeting between the HRC and the Examiner on media relations and the Lesbian/Gay communities. The letter on the Riethmiller kidnapping case will sent from GAC. A Lesbian committee has been formed addressing the mishandling of the case. Jackie will follow-up on details and report back.

A new CUAV committee on anti-Lesbian violence has been formed. Projects include methods of reporting anti-Lesbian incidents, information and referral, advocacy, defense training, alerts, coalition with other women's groups, and possibly an escort service or patrol in the future.

The July meeting between members of the Gay community and the Mayor went well. Pat Norman gave an especially strong presentation on the need for Lesbian/Gay health services. As a result, the Mayor gave verbal support for influencing future funding for these projects.

Some directions for future staff projects include developing a sensitivity training program. This will be presented to employers, social service agencies, unions and corporations in an attempt to sensitize them to Lesbian/Gay discrimination issues. Eileen and Jackie are working together on this.

A luncheon to be given in honor of departing GAC members Pat Norman, Johnny Nieto and Garland Kyle has been planned for Friday, August 6th, at Noon at La Rondalla, 901 Valencia. Special recognition will be extended to Pat for her devoted and lengthy service with GAC. She has been involved since its inception in 1975.

5) Report on the Redevelopment Agency

Commissioner Sevilla spoke further concerning HRC's work on the Redevelopment Agency issue. In addition to the opinion on HRC's legal jurisdiction on 12B complaints that may be pending from the State Attorney General's office, Senator Milton Marks will be presenting a legislative Council report determining whether the Redevelopment Agency is considered a State or Local agency in Legislative jurisdiction.



6) New Matters

Marsha Sealey reported on two matters:

\*\*\*m/s/c to write a letter from GAC to David Glatzer of the San Francisco Fair & Exposition commending the organization for its efforts, urging them to schedule the fair on a weekend other than Lesbian/Gay Freedom Day. By holding it at the same time, it excluded the participation of a large segment of San Francisco's population as well as the large tourist population surrounding that event. A timely response is requested.

\*\*\*m/s/c a letter from HRC to the San Francisco Summer Festival noting displeasure at the exclusion of the Lesbian/Gay Freedom Day and other Lesbian/Gay cultural events and demanding that they be listed next year. A timely response is requested.

A Woman Warriors coffee house honoring the founding warriors of the Black Women Anti-Violence Project and San Francisco Women's Building will be held on July 25th at the Women's Building.

Marty Kashuba reported that a task force on Gay/Lesbian issues in religious organizations has released a 100 page document on homophobia in the church. A copy will be available soon.

Commissioner Sevilla gave a review on HRC's discussion of the letter of opposition to the investigation of Dr. Betty Brooks. At its most recent meeting, HRC refused to send the letter with a vote of four in favor and four against. It was argued that issues coming from GAC to the HRC carry a stigma.

This is strong evidence of homophobia. Jackie Winnow voiced her similar frustration concerning continually having the validity of GAC issues questioned when brought to HRC. In addition, she felt puritanical moral judgements were being used by members in their consideration of sexual orientation discrimination issues.

Suggestions concerning this issue were made. These included developing an orientation program for new Commissioners sensitizing them to Gay issues. HRC Director Grant Mickins is considering a general orientation training in the fall on HRC issues. At this time, GAC could provide input into the training. COSW offered to assist in this area. Richard Sevilla suggested holding joint meetings, with other HRC committees, on relevant issues in order to strengthen our effectiveness and reduce homophobia.

\*\*\*m/s/c A request be made at the August 12th meeting of HRC asking them to reconsider sending the Betty Brook's letter. It was suggested that members of GAC attend this meeting which will be held at 10:15 a.m., August 12th, Commission Room, Main Library, to support this request as well as to monitor HRC reaction to the raising of this issue.

7) Calendar Matters

The next meeting of the GAC will be August 17, 1982, at 12:00 (noon) a.m. in the third floor Commission Room of the Main Library.

EG:vee





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GAY ADVISORY COMMITTEE

Next Meeting

Date: Tuesday, August 17, 1982

Time: Noon (12:00 p.m.)

Place: Commission Room, Third Floor  
Main Library Civic Center

DOCUMENTS DEPT.

AUG 12 1982

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AGENDA

1. Adoption of July 20, 1982 minutes
2. Commissioner Report
3. Staff Report
4. Lesbians/Gays and First Amendment Rights -  
Jose Gomez, Human Rights Foundation
5. Collingwood Park Update - Richard Sevilla
6. Redevelopment Agency Update - Richard Sevilla
7. Old Business/New Business
8. Calendar Matters
9. Adjournment

If you have any questions, please contact Eileen Gillis  
at 558-4901.

JW:gm  
8/9/82





Gay Advisory CommitteeMinutes ofTuesday, August 17, 1982

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SEP 29 1982

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Committee Members Present: Commissioners Richard Sevilla, David Yamakawa Jr., Co-Chairs; Jerel McCrary, W. Koriel Schreivogl, Randy Stallings and Sue Zemel.

Committee Members Absent: Marty Kashuba and Marsha Seeley.

Guests: Jose Gomez, Human Rights Foundation

Community Members: Val Clement, Stan Criollos, Chris Fisher, Paul Hardman, Corinna Radigan, and Gael Sapiro.

Staff Present: Eileen Gillis, Pansy Ponzio, and Gail Roberts.

The meeting was called to order by Commissioner Sevilla at 12:15 p.m.

1). Adoption of the July 20, 1982 Minutes

\*\*\* m/s/c Adopted with the following corrections: pg. 2, item 2, change: "An affidavit would not be needed for this Ordinance." to "An affidavit would not be needed for this health care coverage since ..."; pg. 3, item 3, add: \*\*\* m/s/c A request be made at the August 12th meeting of HRC asking them to endorse the concept of: the Ordinance to Create a Record of Domestic Partnerships; the Ordinance Describing Certain Benefits of Domestic Partners; and the Ordinance to Extend Coverage of Health Plans to Domestic Partners of City Employees; pg. 4, item 6, delete: "of lesser importance than those from other committees and", capitalize "This"; in addition, in that same line the word "agreed" be changed to "argued".

2). Commissioner Report -Richard Sevilla

Commissioner Sevilla reported that the Gay Advisory Committee is still in the process of soliciting new members. August 20th is the final day on which those interested in the open positions can submit resumes and applications.

A report was given on the most recent meeting between the Mayor and Gay community members. A major topic was Police arrests of Gays in Collingwood Park. Commissioner Sevilla expressed his belief that these meetings have been increasingly productive and the Mayor has been very responsive to recent issues of interest. Frustration was voiced at the slowness with which actual changes have been made by the Mayor's office. It was emphasized that although these meetings are important, follow-up sessions need to be held in order to significantly impact issues of concern.

At the August 12th meeting of HRC, the GAC's recommendation for support of the concept of Ordinances allowing Domestic Partnerships as a Criterion for Benefits for City Employees was endorsed with an added caveat: "providing the cost of such benefits be a viable option for the City." Commissioner Sevilla unsuccessfully argued against this amendment cautioning that a cost factor limitation might hinder further exploration and support of such benefits. Other concerns voiced by HRC Commissioners included fear of possible abuse of the system by those filing an affidavit of Domestic Partnerships who did not justifiably meet the criteria. Commissioner Sevilla explained there is an illusion of simplicity given to the process of adding a Domestic Partner on to health insurance plans. In reality, it is comparable, in effort, to enacting a marriage in order to gain such benefits. Commissioner Yamakawa added that HRC's concern was much more strongly centered on cost issues rather than the concept of legitimizing Domestic Partnership.





- 2 -

Gail Roberts added that a confusion in wording made when the Ordinances were introduced to HRC may have resulted in the difficulty in receiving un-amended endorsement. Inadvertently, the Ordinances were presented as one entire package, rather than broken down into their three separate parts. If presented correctly, it was felt there would have been immediate endorsement of two out of three ordinances: the Creation of a Record of Domestic Partnership & the Description of Certain Benefits of Domestic Partnership. Only the Ordinance Extending Health Benefits to Domestic Partners of City Employees would have required a caveat addressing cost to the city. The Director of HRC, Grant Mickins, therefore, directed Ms. Roberts to convey his wish to see GAC introduce, at the September 2nd session of HRC, the concept of the two Ordinances not originally presented, thereby giving an opportunity for clarification of the position of HRC concerning legislation of Domestic Partnerships in San Francisco.

It was then decided that further discussion of this issue be tabled until Old Business.

Commissioner Sevilla reported the success of the luncheon honoring departing GAC members Pat Norman, Garland Kyle and Johnny Nieto. He further expressed his appreciation of their work as well as his regret at their decisions to leave.

### 3). Staff Report -Eileen Gillis

In the absence of staff person Jackie Winnow, who is on vacation until August 30th, Eileen Gillis gave the staff report.

The outreach process to select new members for GAC is moving smoothly. Periodicals have been contacted; a letter calling for applicants has been sent to approximately 75 organizations with the application deadline set at August 20th. Information packets will be received by all GAC members next week for their review and selection of the top 10 applicants for interview by the new member selection committee which will meet on September 10th between 1:00-4:00 p.m. at HRC offices

Due in large part to discussions at GAC's July 20th meeting, the committee drafting the Domestic Benefits Ordinances is expanding its membership to include women, and thus far intends to change wording to include extending benefits to children of domestic partners as well as changing the criteria by eliminating shared residence as a prerequisite to claiming Domestic Partnership.

### 4). Report - Lesbian/Gay First Amendment Rights - Jose Gomez, Human Rights Foundation

Jose Gomez of the Human Rights Foundation (a non-profit organization working to, among other things, demystify Gay & minority cultures to students in schools), gave a lengthy presentation of his theory concerning First Amendment doctrine and the litigation of Lesbian/Gay rights. In essence, Mr. Gomez presented his theory as an alternate to previous strategies used in court to legislate Lesbian/Gay rights, an approach which has often resulted in failure to achieve favorable decisions. Often, court cases have been framed around the Fourteenth Amendment which gives equal protection for minority groups. This has resulted in arbitrary decisions striking down cases. This has occurred for reasons no stronger than the opinions or prejudice of the presiding judge. In these cases, a court judge with a less favorable opinion of Lesbian/Gay people could present a less favorable judicial decision. These cases are decided under what is known as medium rational scrutiny standards which use less stringent standards of review than those employed in the cases decided under strict scrutiny standards. In order to circumvent this problem, cases must be tried under the First Amendment, which automatically places cases under strict scrutiny standards. The First Amendment extends protection to the individual of, among other things, free speech.



- 3 -

In order to categorize petitions for Lesbian/Gay rights under the 1st Amendment, one must prove that abridgement of the rights of free speech has occurred. This has not often been a used strategy in the past: a result of the inarguability of the statements made that Gays can do and say whatever they want as long as it is in private and behind closed doors. It is contingent upon proving that actions done in public must be protected under rights of free speech; that 1st Amendment standards of review can be used. Mr. Gomez presented this argument by stating that sexual orientation is an integral part of the personality. Individuals have rights to express personality in a public or private way. In fact, to not do so is a lie, which can be damaging. To force an individual to lie is an abridgement of his freedom of speech. This is especially pertinent in the case of Gay people. For example, this occurs when an individual is pressured to take a member of the opposite sex to a prom, rather than one of his/her own sex, or when a person can not wear a "gay power" button to work for fear of being fired.

It is not possible for a homosexual to leave sexual orientation in the bedroom. Gay personality has both a private and public expression. It includes issues of companions, projection of personality, good name, and dress. When critics contend homosexuals flaunt sexuality, what they ask for in reverse is pretending. Being forced to live a public lie is immense in terms of psychological oppression.

In conclusion, in order to get the courts to heighten their standards of scrutiny, thus circumventing the arbitrariness of previous political process, lawyers dealing with Lesbian/Gay rights need to develop creative theory in future litigation. In response to questions from GAC members. Mr. Gomez admitted that strategizing theories such as these are much harder to use in suits involving the private sector, but expressed his hope to see legislative progress attained by using arguments of free speech.

5). Collingwood Park Update - Richard Sevilla

Commissioner Sevilla reported on the progress of discussion concerning the dramatic increase of police arrests and the directed harassment of Gays who are found in Collingwood Park past the 10:00 p.m. curfew. Most importantly, complaints have been made of physical beatings by arresting officers. A large meeting was called by Supervisor Britt. In attendance were six Supervisors, Police Chief Murphy, and many Lesbian/Gay community members who discussed possible solutions to the situation. Before this meeting took place, a smaller planning meeting was held at HRC offices which included members of HRC, CUAV, Intergroup Clearinghouse and Supervisor Britt's offices. In a subsequent meeting with the Mayor she stated she was uninformed about these issues and those surrounding complaints of police harassment, such as the ones made after the 1981 Lesbian/Gay Freedom Day Parade which were investigated by the Police Internal Affairs Bureau (the IAB found these claims unsubstantiated and appeals are pending). It has been urged that the Mayor increase her attentiveness to these matters, giving them a much higher priority.

Solutions to the Collingwood Park matter were proposed at the community meeting. Among these was the suggestion made to keep the park open after curfew. This is unfeasible, not only because of the disturbance it would create in the surrounding community, but it circumvents the central issue which is physical abuse by police.

Solutions were suggested to attack the basic homophobia of the Police Department with special emphasis given to Mission Station where many of the beatings occur. Along these lines was the idea of conducting in-house sensitivity training targeting homophobia as well as other issues of discrimination towards minority cultures in general. Training such as this has only been instituted at the Academy level. Emphasis needs to be placed on keeping this an ongoing effort. In addition to this, it was suggested to move jurisdiction over the Castro District from the Mission to another station more sensitive to Gay issues.



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Other proposed solutions have centered around the development of an Office of Civilian Complaints. A strong emphasis was placed on other far reaching solutions which include constant open dialogue between the Police, the Gay community, and the Mayor's office. Meetings will continue with Supervisor Britt's office, CUAV, Intergroup Clearinghouse, HRC, and community members. The Police Chief has indicated his willingness to keep channels of communication open. The major effort at this point is to develop a central clearing house to continue ongoing coordination of all those interested in resolving the issue of Police harassment of Gays. Commissioner Sevilla then asked GAC for recommendations and suggestions to guide him in the future involvement of GAC in these issues.

Randy Stallings added CUAV has been asked by the Mayor's office to keep her informed through her Criminal Justice Council. CUAV feels very strongly that the issues at hand be expanded to encompass other community concerns with the Police Department, including sweeps on Polk Street. Several things must happen: on a routine basis, all complaints of Police brutality be reported to the Mayor's Criminal Justice Council, the Mayor, as well as the SFPD Internal Affairs Bureau. CUAV will meet monthly with the Mayor to deal directly with these problems; as an agency CUAV has been invited verbally by the Police Chief to monitor behavior at Police Stations and intends to request this in writing and begin visits to Police Stations at random times; District Attorney Arlo Smith has stated, in the press, his intention to prosecute police on felony charges for abuse (CUAV urges the Community to pursue these cases at the District Attorney's office, retribution includes a potential \$5,000 fine, dismissal from the force and possible charges of assault). In conclusion, it was stressed that all complaints be referred to HRC, CUAV, or Supervisor Britt's office.

W. Koriel Schreivogl stressed that support be given to invite other groups to address these issues, including the Police Liaison/Social Issues Committee of HRC as well as Community Boards.

\*\*\* m/s/c Request HRC to send a letter to Mayor Feinstein stating their concern over issues surrounding continuing allegations of police misconduct in arrests of individuals within the Gay community and other minority communities. In addition, she is to be requested to give her highest priority to addressing these concerns, including review of the outcome of investigations of complaints made after the 1981 Lesbian/Gay Freedom Day Parade.

6). Redevelopment Agency Update - Richard Sevilla

Commissioner Sevilla gave an update on issues surrounding the Redevelopment Agency and the HRC's involvement in discrimination complaints with them. He has had discussions with Paul Hardman, editor of The Voice, who expressed his wish to again meet with the City Attorney's office to urge a change in their position that the HRC has no jurisdiction in discrimination complaints over the Redevelopment Agency, for it is a State Agency.

Commissioner Sevilla then introduced Mr. Hardman from the audience, giving him an opportunity to address issues of current interest in these matters.

Mr. Hardman reviewed issues of concern in great detail, including his efforts to urge the HRC to intercede in the matter. He stated that his present motivation in approaching the GAC today was to encourage HRC to use their authority, if possible, to urge implementation of monitoring the Redevelopment Agency's activities for discrimination. Mr. Hardman believes the HRC has jurisdiction over the Redevelopment Agency. Mr. Hardman related that other attorneys, including Paul Collins of the Governor's Personal Privacy Commission, Leonard Graff of Gay Rights Advocates, and the State Attorney General's office support his belief. Again, Mr. Hardman urged HRC to make it a top priority to explore ways of placing the Redevelopment Agency under its authority.





- 5 -

Commissioner Sevilla thanked Mr. Hardman, noting his issues could not be responded to without the opportunity to review both sides of the issue. Richard believes the best person to present HRC's position was the Director of HRC. In addition, he expressed concern about GAC interceding into HRC complaints. Staff person Gail Roberts said it is possible to submit copies of correspondence between Mr. Hardman and Mr. Mickins for review by GAC.

\*\*\* m/s/c request Director Mickins to (unless he is enjoined not to discuss these issues by any legal constraints), attend the next regular meeting of GAC to clarify and inform them on the position of HRC in this complaint and the ways they may be able to assist in insuring that it be productively pursued.

7). Old Business/New Business

- Although all three Domestic Partnership Benefits Ordinances were mailed to Commissioners, discussion centered only on the Ordinance dealing with health benefits. As a result, it was believed that only the Ordinance relating to health benefits was endorsed.

\*\*\* m/s/c to request the HRC endorse the Ordinance to Create a Record of Domestic Partnerships and the Ordinance Describing Certain Benefits of Domestic Partnership at its next regular meeting of September 2nd.

- Jerel McCrary reported that another article for Coming Up is in preparation and will be submitted by the next issue deadline.
- A continuance of discussion concerning extension of health benefits to Domestic Partners brought up the question of the amount of the actual cost increase for adding additional people to the insurance plans the City holds. Randy Stallings stated that additional cost is not the important issue at hand. Increased costs would not be a question in a decision as to whether to include people of color or people of various ethnic backgrounds in any city insurance plan.

Determination of the actual cost difference, if any, to the city of such a plan is the most logical next step to take before engaging in any future discussions with HRC concerning their endorsement of a more finalized health benefits Ordinance.

\*\*\* m/s/c Request Supervisor Britt to, if not already done, establish the cost of extending insurance benefits to domestic partners of City employees.

8). Calendar Matters

- A demonstration against police brutality and Collingwood Park arrests is scheduled for August 21st at Harvey Milk Plaza, 18th and Castro.
- The New Member Selection Committee will meet September 10th, 1:00 p.m. at HRC offices.
- The next meeting of GAC is scheduled for September 21st at 12:00 (noon) p.m. in the Commission Room, 3rd Floor, Main Library, Civic Center.





GAY ADVISORY COMMITTEE

DOCUMENTS DEPT.

SEP 16 1982

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Next Meeting

Date: Tuesday, September 21, 1982

Time: Noon (12:00 )

Place: Commission Room, Third Floor  
Main Library Civic Center

AGENDA

1. Adoption of August 17, 1982 Minutes.
2. Commissioner Report.
3. Staff Report
4. Report on Redevelopment Agency - Director Grant Mickins.
5. New Member Selection Committee Report - Jerel McCrary
6. Old Business/New Business

Police Concerns - Richard Sevilla

Meeting time change - Marsha Seeley

Gay Olympics - Richard Sevilla

Other Concerns

7. Calendar Matters
8. Adjournment.

JW:bct  
8-13-82

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Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

OCT 22 1982

Tuesday, September 21, 1982SAN FRANCISCO  
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Committee Members Present: Commissioner Richard Sevilla, co-chair GAC, HRC  
Chairperson Phyllis Lyon, Jerel McCrary, W. Koriel Schreivogl, and Randy  
Stallings.

Committee Members Absent: Commissioner David Yamakawa, Jr.; Marty Kashuba,  
Marsha Seeley, and Sue Zemel.

Community Persons Present: Val Clement

Staff Present: HRC Director Grant Hickins, Eileen Gillis, Gail Roberts, and  
Jackie Winnow.

The meeting was called to order by Commissioner Sevilla at 12:10 p.m.

1.) Adoption of the August 17, 1982

\*\*\* m/s/c Adopted unanimously as is.

2.) Commissioners Report - Richard Sevilla

Commissioner Sevilla reported that, at its last regular meeting, the Human Rights Commission unanimously approved the Gay Advisory Committee's recommendation that a letter be sent to Mayor Feinstein addressing recent accusations of police brutality against Lesbians and Gays in San Francisco. This letter urges the Mayor to give her utmost attention to the investigations of these complaints as well as to the PIAB (Police Internal Affairs Bureau) investigation of complaints stemming from the 1981 Lesbian/Gay Freedom Day Parade and Rally.

In his presentation to the Commission, Richard reported he stressed that this letter was not a request for direct action by the Mayor on these complaints for there are already many agencies currently involved in on-going investigation in these matters. Instead, the letter asks that the Mayor oversee and monitor the current investigations. Discussion by members of the Human Rights Commission concerning this letter was supportive.

3.) Staff Report - Jackie Winnow

Jackie Winnow reported that due to her two week vacation in August, the staff report would be short. She thanked Eileen Gillis for her efforts in helping things run smoothly in her absence and for staffing GAC in August.

Tamara Gornick, an intern from the Women Studies Program at San Francisco State, and Dianne Whittner, a volunteer from Project 20, have joined the Lesbian/Gay Community office staff. As a result of outreach, it is expected that more volunteers will become involved in the near future. All assistance is needed as the workload steadily increases.

Jackie has accepted an appointment as the Media Chair for the Coalition for Human Rights (CHR). A meeting of all those interested in working on the Media Committee has been scheduled in Room 509 at HRC. Any member of a Lesbian/Gay organization belonging to a membership organization of CHR can join CHR Committees.

CHR is undergoing exciting re-organization with the institution of two new co-chairs: Pat Norman and Randy Stallings.

Community United Against Violence (CUAV) is sponsoring upcoming meetings on the project to combat violence against Lesbians. The next meetings will be held at New College on Thursday, October 7th and Wednesday, October 27th at 6:00 p.m.



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Other upcoming events include a march and rally protesting U.S. intervention in El Salvador. The march will organize on October 16th at 11:00 a.m. in Duboce Park. It will then travel to Dolores Park and a rally will begin at 12:00 noon.

Ms. Winnow reported that the California State Department of Industrial Relations (DIR) is now accepting complaints of sexual orientation discrimination against private employers. Complaints may be filed at any district office of the Labor Standards Enforcement Division of D.I.R. A representative from the agency will be invited to speak at a future Gay Advisory Committee meeting.

The annual fiscal complaint report has been prepared and it will be given at the next Gay Advisory Committee meeting. Presentation has been postponed in order to give new members the opportunity to hear the report.

Jackie will speak to members of Black and White Men Together (BWMT), at their September 30th meeting to discuss discrimination incurred to ethnic and elderly Gay people. BWMT are thinking of doing a study on this.

Due to her anticipated absence, Marty Kashuba asked Jackie Winnow to express her desire to see clarified the criteria for membership to the Gay Advisory Committee. Specifically, she addressed Commissioner Sevilla's comment, when questioned on the matter by the Human Rights Commission, that a person need not be Lesbian/Gay in order to be a member of the Gay Advisory Committee. In answer to Ms. Kashuba's question, Commissioner Lyon stated that in the Ordinance creating the Gay Advisory Committee it mandates that the criteria for membership is only that a person be knowledgeable and sensitive to Lesbian/Gay concerns. Richard Sevilla confirmed this and asserted that his statement to the Human Rights Commission stands as correct.

4.) New Member Selection Committee Report - Jerel McCrary

Jerel reported that twelve people, ten on September 10th, and two on September 17th, were interviewed as prospective members of the Gay Advisory Committee. The interviewing committee was composed of Richard Sevilla, Jerel McCrary, W. Koriel Schreivogl, and Sue Zemel, with staff Jackie Winnow and Eileen Gillis in attendance. Three out of ten interviewed on the 10th were recommended for approval by the entire Gay Advisory Committee. Those are: Stan Criollos, Barbara Monty, and Arthur Morris. Additionally, it was recommended that Barbara Cameron, interviewed on September 17th, also be approved for membership. In recognition of GAC's commitment to outreach aimed at diversifying its makeup to include a variety of people, Ruth Hughes was also invited to be interviewed at that time and it was recommended that she be appointed to GAC by Commissioner Sevilla. In conclusion, Jerel expressed satisfaction at seeing, as a result of improved outreach, better representation of minority cultures in the pool of applicants, although he expressed hope that in the future even more representatives would apply from these protected classes of people. \*\*\* m/s/c to accept the recommendations of the New Member Selection Committee and approve Barbara Cameron, Stan Criollos, Barbara Monty, and Arthur Morris for membership on the Gay Advisory Committee.

\*\*\* m/s/c to confirm the recommendation of Commissioner Sevilla to appoint Ruth Hughes to the Gay Advisory Committee.

W. Koriel Schreivogl then recommended that a packet containing introductory information about HRC/GAC and GAC goals and priorities be given to each new member to assist their entry into the Committee.

5.) Report on the Redevelopment Agency - Director Grant Mickins

At the August 17, 1982 meeting of the Gay Advisory Committee it was decided to invite Director Grant Mickins to give a background and status





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report update regarding the Human Rights Commission's dealings with the issues of the Glad Tidings Temple's acquisition of land from the Redevelopment Agency. Director Mickins began by reviewing the basic history of the issue.

In april 1982, Pat Norman informed the Gay Advisory Committee that there were community concerns protesting the Redevelopment Agency's consideration of the sale of property to Glad Tidings Temple because it discriminates on the basis of sexual orientation. In May 1982, at the regular meeting of the Redevelopment Agency, members of the Gay community voiced public testimony opposing the sale of land to Glad Tidings Temple. Regardless, the Agency's decision was to grant sale of this property. On the 20th of May, Paul Hardman, publisher of the *Voice*, called Director Mickins stating his wish to file a complaint under Chapter 12B of the San Francisco Administrative Code, which prohibits discrimination in all contracting companies doing business with the City and empowers the Human Rights Commission to investigate, mediate and enforce this policy. Because the Redevelopment Agency is a State rather than City agency, Director Mickins could not accept this complaint. When requested, an opinion was rendered by the City Attorney's office reading: "...it is concluded that state law concerning redevelopment has preempted local legislation concerning the procedures to be followed by a redevelopment agency, including procedures for entering into contracts. You are therefore advised that the City's Anti-Discrimination Ordinance is not applicable to the Redevelopment Agency of the City and County of San Francisco."

The Human Rights Commission cannot accept a complaint not in its jurisdiction.

In a letter dated July 29, 1982, Director Mickins informed Mr. Hardman of HRC's inability to accept his complaint and noted that sex, sexual orientation, age and disability are not included in the language as protected classes in Chapter 24.6 which concerns the Redevelopment Agency. He then offered HRC's assistance in any effort to encourage the Board of Supervisors to mandate inclusion of these categories in the non-discrimination policy of redevelopment projects.

In addition, on June 9th, Director Mickins sent a letter to Mr. Wilbur Hamilton, Executive Director of the Redevelopment Agency, enclosing Mr. Hardman's letter of protest and urging him to address it. In this effort, a news release was put out by the Human Rights Commission on September 17, 1982 to further emphasize this request. Mr. Hamilton has informed Mr. Mickins, in a letter dated September 20th, that the Redevelopment Agency requests HRC's independent evaluation of the testimony heard at its Public Hearing of the Glad Tiding's issue to see if such statements support the allegations that the Agency sold land to Glad Tidings while ignoring complaints that they discriminate against Gay persons. Director Mickins asked the G.A.C. for its guidance concerning the Redevelopment Agency's request and discussion by members ensued.

Randy Stallings began by informing Mr. Mickins that in reviewing the verbal testimony made at the hearing, it is important to recognize that a large amount of written information was never accepted for viewing by the Agency at that meeting and instead went unopened. Commissioner Sevilla cautioned that this in fact, sets up an inaccurate HRC review, for if only verbal testimony is considered this would be therefore inconclusive. W. Koriel Schreivogl pointed out that an important issue was the City's liability for damages as a result of awarding property then reversing this decision and taking it back. Mr. Schreivogl urged this be investigated before determining HRC's position on review of public testimony. Strong support was also given to the activities of urging the Board of Supervisors to mandate updating the list to include all protected classes in the Redevelopment Agency's code.

In addition, Mayor Feinstein has asked Deputy Mayor Hadley Roff to review the matter. All pertinent material has been sent to the Deputy Mayor's office and HRC is awaiting his decision.





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6.) Old Business - New Business

Commissioner Sevilla reported additional information updating the issue of police brutality in the Collingwood Park area. Signs closing the park after 10:00 p.m. have been removed, but Richard emphasized that concerns revolve around police brutality in arrests, not trespassing issues or questions of legality concerning public sex. Randy Stallings then warned that reports received by CUAV of such brutality have increased from one to seven per week.

A discussion concerning GAC meeting time change was tabled until the next meeting when new members will be present.

In recognition of the activities of the Gay Olympics it was:

\*\*\* m/s/c to request the Human Rights Commission to send a letter to the Board of Directors of the Gay Olympic Committee commending them for their activities and efforts arranging the event and further congratulating them on the success of the games.

\*\*\* m/s/c a letter be sent by HRC to the Board of Directors of the Gay Olympics suggesting the following improvements in future events: that increased minority representation on the Board be pursued; that illusions to physical health and strength as the only valid public image of gay people be erased, and expressing the hope that in the future no consideration of films in the nature of Nazi propaganda be used for fund-raising or any other purpose.

\*\*\* m/s/c a letter be sent by the Human Rights Commission to the Olympic Committee expressing its concern over the shortsighted discriminatory implications of their denying the Gay Olympic Games' use of the word "Olympic" in their title, which is made especially apparent in face of the absence of denying this right to other unconnected organizations who use this term. They should also be reminded of the amount of funding they receive from Gay people.

Jerel McCrary urged that passage of SB 1025 be protested. This is a bill designed to give police the right to sue for slander if public complaints made against them are found false. Letters should be sent to the Governor to urge him not to sign this law.

\*\*\* m/s/c a letter be sent to Director Mickins urging him to present Lesbian/Gay issues at all future conventions of national or international meetings of Human Rights Commission.

7.) Calendar Matters

The next meeting of GAC is scheduled for October 19th at 12:00 (noon) p.m. in the Commission Room, 3rd Floor, Main Library, Civic Center.





GAY ADVISORY COMMITTEE

NEXT MEETING

Date: Tuesday, October 19, 1982  
Time: Noon (12:00 p.m.)  
Place: Commission Room, Third Floor  
Main Library, Civic Center

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OCT 13 1982

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AGENDA

1. Adoption of the Minutes of September 21, 1982.
2. Commissioner Report-Richard Sevilla
3. Staff Report- Jackie Winnow.
4. Status Report on the attempt to amend Chapter 12A mandating the Gay Advisory Committee.
5. Background for New Members
  - Introduction to the recent work of the Committee and its goals and priorities- Richard Sevilla.
  - GAC history-Phyllis Lyon
  - Mandates of GAC and HRC-Jackie Winnow.
  - Process of GAC, HRC, and City Government and their interaction with one another-David K. Yamakawa.
  - Role of GAC commissioners/Co-Chairs -Richard Sevilla.
  - Role of GAC staff-Jackie Winnow.
  - Role of GAC Committee members-Richard Sevilla
  - Complaint process and explanation of jurisdiction-Jackie Winnow.
  - New member questions.
6. Meeting time of GAC.
7. New Business- Maureen Rafferty-Wages Due Lesbians - Other Concerns
8. Calendar Matters.

If you have any questions please contact Jackie Winnow at 558-4901.

JW:bclp



Gay Advisory CommitteeMinutes ofTuesday, October 19, 1982

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NOV 29 1982

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Committee Members Present: Commissioners Richard Sevilla and David Yamakawa, Jr. (co-chairs); Chairperson Phyllis Lyon; Barbara Cameron; Stan Pabonares Criollos, Ruth Hughes, Marty Kashuba, Barbara Monty, Arthur Morris, and W. Koriel Schreivogl

Committee Members Absent: Jerel McCrary, Marsha Seeley, Randy Stallings, and Sue Zemel

Guests: Maureen Rafferty and Dana Van Gorder

Community Persons Present: Richard E. Bell, Steve Berman, Christina Maria Fisher, Edmund Jay, Eric Nims, Rink, Robert Strong, and John Wetzl

Staff Present: Eileen Gillis, Pansy Ponzio, Gail Roberts, and Jackie Winnow

The meeting was called to order by Commissioner Sevilla at 12:15 p.m.

1). Adoption of the September 21, 1982

\*\*\* m/s/c Adopted unanimously as is.

2). Commissioner Report - Richard Sevilla

Commissioner Sevilla reported on the response from Mayor Feinstein about the letter sent by the Human Rights Commission regarding allegations of Police Brutality against members of the Gay/Lesbian Community. In her return letter, the Mayor expressed her wish to continue her support of the monthly Task Force meetings which address these and other issues facing the Gay Community and City as a whole.

The tapes and transcripts received from the Redevelopment Agency which concerns the hearings held on the Glad Tidings Temple issue are currently being reviewed and a evaluative report on them will be prepared shortly.

At the October 14th Human Rights Commission meeting, a counter proposal was approved regarding the selection of Gay Advisory Committee members. This was developed in response to legislation introduced by Supervisor Dolson to modify the current process of member selection to one in which each Supervisor appoints one member and the Mayor appoints four. Supervisors Britt, Molinari, Silver, and Renne co-sponsored introduction of the HRC proposal to the Board. It will next be reviewed by the Human Services Committee (October 26th) of which two of its three members are co-sponsors of the legislation. Therefore, passage through Committee looks optimistic.

3). Staff Report - Jackie Winnow

Jackie Winnow reported that on September 30th, she spoke to Black and White Men Together on the role of GAC and her work addressing anti-gay discrimination. She was impressed with their efforts and organization against racial discrimination, including the development of an Employment Subcommittee which is concentrating on diverse racial discrimination within the Gay Community and how to promote positive change. In the near future they plan to speak to GAC concerning their activities and to develop ways in which the two groups can work together. She reported that the City Attorney's office has proposed additional changes in Chapter 12A of the San Francisco Administrative Code. These amendments would give the Human Rights Commission minimal investigative powers into State Agencies currently in San Francisco.

TO: [illegible]  
FROM: [illegible]  
SUBJECT: [illegible]

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20. [illegible]



- 2 -

Tamara Gornick, a Women Studies intern working in the Liaison office has been concentrating on developing a media and mailing list for use by the Gay Advisory Committee, the Coalition for Human Rights, and the Community as a whole.

The Police Liaison/Social Issues Committee of the Human Rights Commission will begin holding public hearings on problems in the community on Thursday, November 4th in the Mission Area. The public is invited to participate.

The letters to be sent to the Gay Games Board of Directors and the United States Olympic Committee are still in preparation and will be presented at the next Human Rights Commission Meeting.

The Domestic Partnership Benefits Ordinance is now in its final form. It will be presented today for the Committee's approval and then sent to the Commission for their endorsement.

The Community United Against Violence women's meetings are progressing. Initial focus is on three projects: bringing all groups concerned with combating violence against women together, the holding of a fundraiser for the opening of a safe place for women to stay for one or two nights who have been the victims of violence (this would be a room in an inn or similar housing which all of the groups would have access to), and the sponsoring of a mace/self-defense class for Lesbians.

A copy of the Archdiocese's Task Force report on Homosexuality is available in the Human Rights Commission office for those wishing to view its contents. Commissioner Anabrogi, the head of the Commission on Social Justice requested at the last Human Rights Commission meeting that response letters in support of this report be sent to the Archbishop.

It is also requested that letters of support be sent to the Board of Supervisors concerning the changes in Chapter 12A by the Human Rights Commission.

The new copy of the Human Rights Commission annual report prepared by Gail Roberts was distributed and is available.

#### 4). Background for New Members

Commissioner Sevilla began by introducing new members to the recent work, goals and priorities of the Gay Advisory Committee. He referred to page 15 of the annual report as a reference for review of recent accomplishments of the Gay Advisory Committee. These included organizing opposition to the Family Protection Act, letters to local and national media sources commenting upon discriminatory reporting, the development and release of an informational brochure on the Gay Advisory Committee and discrimination and the internal education of the Committee by inviting various guests to address the entire body on dealing with discrimination in the City.

#### - Gay Advisory Committee History - Phyllis Lyon

Commissioner Lyon reported that the GAC was set up by Ordinance in 1975. The ordinance to create it was introduced to the Board of Supervisors originally by Supervisor Kopp. It consisted of three people and was set up as an advisory committee. It was later suggested that the committee become a standing committee of the Human Rights Commission, thereby empowering it with more direct input. In 1976, Commissioner Lyon was appointed by the late Mayor Moscone to the Human Rights Commission. Later that year a series of public hearings were held to determine what problems the San Francisco Gay community perceived as most crucial. The results were published in 1977. In approximately 1980, the members of the Committee decided to increase their membership in order to provide more diverse representation for the community. The staffing of the Gay Advisory Committee originally began with the appointment of Jo Daly as the Lesbian/Gay Community Liaison. She was the first person nationwide to be appointed to such a position. Ms. Daly went on to become a Police Commissioner and was replaced by Lloyd Cowan who was followed by the present Liaison, Jackie Winnow who has served two years.



CHICAGO, ILL., MAY 1, 1914

TO THE EDITOR:—I have the honor to acknowledge the receipt of your letter of April 28, 1914, in relation to the above-captioned matter.

I am sorry to hear that you are unable to attend the meeting of the American Medical Association at St. Louis, Mo., on May 1, 1914.

I am sure that you will find the meeting very interesting and profitable.

I am sure that you will find the meeting very interesting and profitable.

I am sure that you will find the meeting very interesting and profitable.

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Mandates of the Gay Advisory Committee and the Human Rights Commission - Jackie Winnow

Jackie Winnow described the Human Rights Commission as divided into two divisions: Contract Compliance and Dispute Resolution. Through the Office of Contract Compliance, the Commission prohibits discrimination for all protected classes and monitors city contracts. Affirmative Action guidelines are provided for some protected classes but not sexual orientation, which is included in non-discrimination. The Dispute Resolution division studies, investigates, mediates and hold public hearings on community problems which result in intergroup tensions and discrimination. The Lesbian/Gay Liaison's office is included under this division.

The Commission is composed of fifteen members appointed by the Mayor with approximately 20 to 25 staff members who carry out its work.

There are six standing committees to the Commission, of which the Gay Advisory Committee is one. The Committee is mandated to identify and solve problems associated with the Lesbian/Gay community of San Francisco. The Human Rights Commission must act on the recommendations of the Gay Advisory Committee. Since its inception, the Committee has actively developed and refined its process to best impact discrimination in the Lesbian/Gay community, often using the activities of the Commission as guidelines to give it focus. The platform of the Committee is to solve problems acting as a mediative body, and mobilizing the resources of the city in its anti-discrimination endeavors.

Process of the Gay Advisory Committee, the Human Rights Commission, and City Government and their interaction with one another - David Yamakawa

Commissioner Yamakawa reported that individual complaints of discrimination are delegated to Commission staff. If any finding of the executive director is disputed, an appeal can be made to the Commission for their review under Chapter 12B. Any action requested by a Committee for Commission action must go forward by way of a recommendation by the Committee. The Commission takes these requests quite seriously. Usually the Commission follows the recommendation of the Committee. Any matter brought up by a Commissioner which has not been referred by a Committee requires unanimous action before the Commission will take it up. Every Committee has the opportunity for input in front of the HRC. The Administrative Committee is made up of the Chair of each Committee. This provides an opportunity for each Committee to hear matters which may overlap the boundaries of its stated interest.

The HRC does take up State and National issues as they refer to San Francisco.

The Commission's jurisdiction over State agencies (e.g. Redevelopment, Housing Authority, Community College District and School District) is limited. Often these agencies place themselves voluntarily under the Commission's jurisdiction. Issues concerning the agencies of the City and County of San Francisco must be referred to the Mayor's office first. The Commission has no mandate to subpoena or investigate City agencies, but does for private employers.

Role of Gay Advisory Committee Commissioners & Committee Members - Richard Sevilla

Commissioner Sevilla explained that the Committee has two co-chairs. Commissioner Lyon, as the chair of the Commission, makes appointments to it. The co-chairs are both voting members who can introduce issues and motions to the entire Commission.

The role of Committee members involves committed attendance (members cannot miss more than three meetings in a year or three consecutive meetings) and efforts to act as representatives of the community and bring back issues of interest and concern. The Commissioners bring GAC matters before the Commission. The Commissioner ended by expressing his hope that all members play an active role in their work with the Committee.



Role of Gay Advisory Committee Staff - Jackie Winnow

Jackie Winnow described her work as ideally divided equally between the Gay Advisory Committee, acting as a liaison between the Community and the Human Rights Commission, and complaint work. She reported more than one third of her time is spent with the Committee, although she has tried every effort to make the balance more even. The role of staff to the Committee is to aid its facilitation of meetings as well as performing myriad function for GAC. She is responsible to the Director of HRC and her supervisor is Gail Roberts.

An additional staff person, Eileen Gillis whose title is Lesbian/Gay Community Specialist (a part/time position of two days weekly), takes and prepares the minutes. A majority of Ms. Gillis' work also includes the complaints as well as some technical and clerical assistance to Ms. Winnow.

Some work, through subcommittees is handled by members of GAC, (e.g. article writing, ad hoc committees) and active participation of members is necessary for the proper functioning of the Committee.

5). Meeting Time of the Gay Advisory Committee - Richard Sevilla

Commissioner Sevilla presented the issue concerning the difficulty expressed by many Committee and Community members concerning the scheduling of Committee meetings at the noon hour. This makes it difficult for many employed individuals to attend, thereby limiting accessibility to only those who have flexible schedules. Other possibilities discussed included scheduling meetings in the evenings. It was decided to survey Committee members to determine their available time slots and postpone any decisions on meeting time until these results are available.

\*\*\* m/s/c/ to poll all Gay Advisory Committee members and staff to determine times they are available to attend meetings.

6). New Business

- Maureen Rafferty of Wages Due Lesbians, a group concerned with employment rights of Lesbians, addressed the Gay Advisory Committee to request their support of a petition they are presently circulating. This petition speaks to issues Registered Nurses are confronting with wages, licensing exams, and the work scope of LVNs and RNs. Specifically, the licensing exams and wage scales traditionally discriminate against minority groups and cultures. Ms. Rafferty explained her reasoning in addressing the Gay Advisory Committee on these issues as the result of historical trends showing Lesbians as a class highly represented in nursing jobs and the expression of her wish to see this issue addressed in terms of acknowledging its impact on the San Francisco Lesbian Community. She expressed a fear that it would be overshadowed if presented to other Committees. In the ensuing discussion it was decided that this issue be referred to the Police Liaison/Social Issues and Employment Committees of the Human Rights Commission for reasons of appropriateness of consideration and presentation to the entire Commission. Additionally, it was accentuated that the Committee will monitor its progress.

\*\*\* m/s/c/ to refer the issue concerning endorsement of the petition presented by Wages Due Lesbians to the Police Liaison/Social Issues and Employment Committees of the Human Rights Commission, with the Gay Advisory Committee's spirit of endorsement for their consideration and discussion.

- Dana Van Gorder, Staff Aide to Supervisor Harry Britt spoke to the Committee on "Amending San Francisco Administrative Code by Adding Chapter 45 Thereto Establishing Domestic Partnership As A Factor to be Considered by Boards, Commissions and Departments of the City and County of San Francisco." Mr. Van Gorder had originally addressed the Committee with Attorney Matt Coles to inform them and request the Gay Advisory Committee's recommendation to the HRC for endorsement of the concept

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The University of Chicago Library is a collection of books, manuscripts, and other materials that are owned by the University of Chicago. It is one of the largest and most important libraries in the world. The library is located on the campus of the University of Chicago in Chicago, Illinois. It is open to the public and is a valuable resource for students, faculty, and the general public. The library has a long history and has been a part of the University of Chicago since its founding in 1837. It has a collection of over 10 million items, including books, manuscripts, and other materials. The library is a testament to the University of Chicago's commitment to scholarship and research.

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- 5 -

of such legislation. His purpose today was to present the finished legislation with its changes for final recommendation for endorsement by the Gay Advisory Committee to the Human Rights Commission. Considerations and concerns addressed such issues as the determination of changes, if any, in insurance costs to city employees and automatic inclusion of children of Domestic Partners in the benefits package. The Civil Service Committee of the Board of Supervisors will hold hearings on the Ordinances on November 9th. The legislation is expected to come before the entire Board late in November. Mr. Van Gorder suggested letters of support be sent to appropriate Committee and Board Members before the November 9th hearings.

\*\*\* m/s/c to recommend that the Human Rights Commission endorse the proposed legislation adding Chapter 45 which establishes Domestic Partnership.

- Ruth Hughes expressed her concerns over mis-information given at Polk Street Town Hall meetings stating that the Human Rights Commission requested it to hold public hearings on services provided to high-risk youth. It was clarified that no such request had been extended, but suggested that the matter, since it is of concern, be referred to the Youth and Education Committee for their attention.

\*\*\* m/s/c to recommend that the Youth and Education Committee address concerns brought by the Polk Street Town Hall of damages to High-risk youth.

This Committee meets on the third Thursday of each month at the John Adams Community College.

Due to Koriell Schreivogl's suggestion:

\*\*\* m/s/c a request be made to the Human Rights Commission to examine all City Ordinances and update the wording to ensure that all minority classes are included for protection against discrimination.

- \*\*\* m/s/c that Committee member Marsha Seeley is given an extension on the number of allowable absences she has incurred in consideration of attempts to change meetings to a more appropriate and accessible time.

- \*\*\* m/s/c to recommend to the Human Rights Commission that a letter be sent to the Mayor in support of Supervisor's Britt, Walker, and Silver's sponsorship of an Ordinance requesting \$375,000 of City money to be spent to research and fight AID's illnesses.

#### 8). Calendar Matters

The next meeting of the Gay Advisory Committee will be held on November 16th at 12:00 noon in the Commission Room, third floor of the Main Library.

#### 9). Adjournment

The meeting was adjourned at 2:15 p.m.

Prepared by Eileen Gillis







GAY ADVISORY COMMITTEE

NEXT MEETING

DOCUMENTS DEPT.

Date: Tuesday, November 16, 1982  
Time: Noon ( 12 p.m.)  
Place: Commission Room, Third Floor  
Main Library, Civic Center

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PUBLIC LIBRARY

AGENDA

- 1) Adoption of the Minutes of October 19, 1982.
- 2) Commissioner Report - Richard Sevilla.
- 3) Staff Report - Jackie Winnow.
- 4) "Homosexuality and Social Justice": Report of the Task Force on Gay/Lesbian Issues - Kevin Gordon.
- 5) Sexual Minority Youth and YGC - Jon Herzstan and Ruth Hughes.
- 6) Complaint Process and Explanation of Jurisdiction - Jackie Winnow and Eileen Gillis.
- 7) New Business.
- 8) Calendar Matters.

GAC MEMBERS: If you will be unable to attend the meeting, please  
call Jackie Winnow at 558-4901.

JW:pa  
11/9/82

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SAN FRANCISCO  
PUBLIC LIBRARYLESBIAN/GAY ADVISORY COMMITTEEMinutes ofTuesday, November 16, 1982

Committee Members Present: Commissioners Richard Sevilla and David Yamakawa, Jr. (Co-Chairs); Barbara Cameron, Stan Palomares-Criollos, Ruth Hughes, Jerel McCrary, Arthur Morris, W. Koriel Schreivogl, and Randy Stallings.

Committee Members Absent: Marty Washuba, Barbara Monty, Marsha Seeley, and Sue Zemel.

Guests: Kevin Gordon and Jon Herzstam

Community Persons Present: Christina Fisher and Tish Pearlman

Staff Present: Eileen Gillis, Tamara Gornick (intern), Gail Roberts, and Jackie Winnow.

The meeting was called to order by Commissioner Sevilla at 12:15 p.m.

1) Adoption of the October 19, 1982 Minutes

\*\*\*M/S/C Adopted unanimously as is.

2) Commissioner Report - Richard Sevilla

Commissioner Sevilla reported on several topics discussed at the previous Human Rights Commission meeting. Included were the process of salary standardization reviews; the presentation given by Commander Trueb and Mr. Meas of the Police Internal Affairs Bureau on internal investigatory process, and the revision of the City Ordinance regarding the Lesbian/Gay Advisory Committee.

\*\*\* M/S/C to change the name of the Gay Advisory Committee to the Lesbian/Gay Advisory Committee.

Staff Aide to Supervisor Britt, Dana' Van Gorder, presented the Ordinance extending Domestic Partnership benefits, to the Commission for final endorsement. This was defeated by a vote of six to five. Commissioners voting against endorsement were Ambrogi, Moulton, Morrissey, Jung, Lee, and Weiner. In support were Grafilo, Lyon, Sevilla, Soler and Yamakawa.

Discussion by the Gay Advisory Committee then followed on this decision. Deep concern was expressed over the refusal of HRC to support this Ordinance.

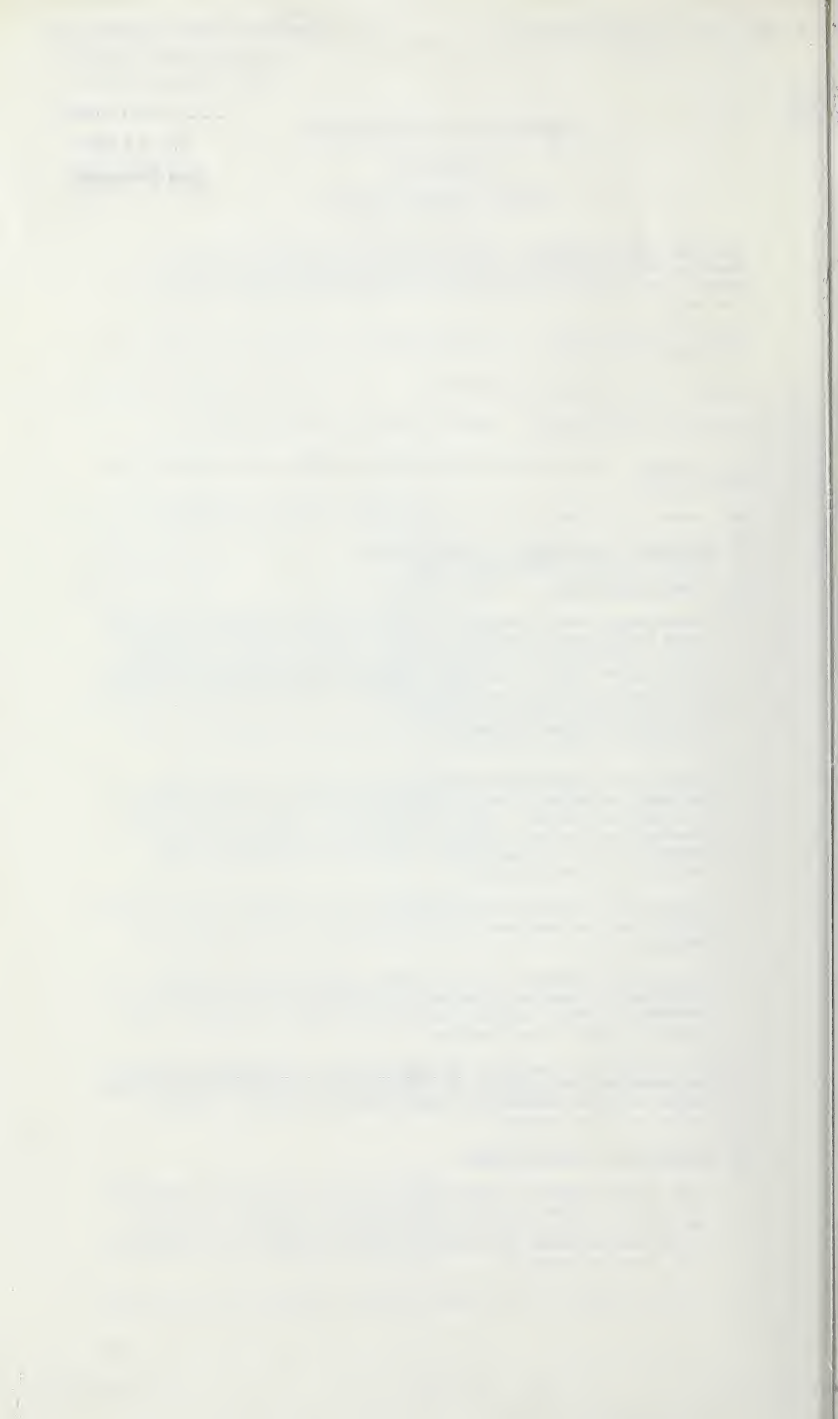
It was then, \*\*\*M/S/C to send a letter urging the Human Rights Commission to consider a reversal of the position to not endorse the Ordinance to extend Domestic Partnership rights to residents of the City and County of San Francisco.

Final discussion considered the establishment of a mechanism whereby the Committee would monitor and report on the individual Commissioners stance on future Lesbian/Gay issues brought before it. This was tabled until New Business.

3) Staff Report - Jackie Winnow

- Ms. Winnow reported on the results of the survey taken to ascertain best possible times to hold future Committee meetings. Indications are that the fourth Thursday of each month between 5:30 - 7:30 p.m. is the most available time slot by everyone except Koriel Schreivogl. This is to be finalized.

- A new volunteer, Beverly Burns has begun working eight hours weekly.



- Tamara Gornick; an Intern from the Women's Studies Department of San Francisco State was introduced.
  - All three letters regarding the 1982 Gay Games have been endorsed by the Commission and sent out.
  - The letter to Director Grant S. Mickins urging him to increase his presentation of Lesbian/Gay issues at future National and International Human Rights Commission conferences has been received. It is ironic that at the time of reception, Director Mickins was involved in planning speakers and workshops on these concerns for the upcoming regional Human Rights convention.
  - Ms. Winnow reported regarding the lack of Endorsement of the Domestic Benefits Ordinances at the October 28th meeting of the Human Rights Commission. A new motion to rescind this decision and pass a new vote has been proposed by Commissioner Soler. This will be heard under New Business at the November 18th HRC meeting, starting at 10:15. It would be beneficial for concerned parties to attend. The Ordinance has been passed by the Civil Service Committee of the Board of Supervisors at their November 9th meeting and will go before the full Board on November 22nd. Ms. Winnow reported she spoke on behalf of the Ordinance at the Committee hearing. An additional point of information is that Director Mickins has agreed that the Human Rights Commission would be the enforcing agency if the Ordinance is passed.
  - Updating protected classes in all City discrimination ordinances, as discussed at the last Committee meeting, has already been directed by Supervisor Britt. Therefore, there is no need for the Commission to do so as has been previously discussed.
  - A representative of Wages Due Lesbian, Laurie Nears, presented the Nurses petition at the previous Employment Committee meeting. It was well received. A presentation from those opposing these issues will be scheduled for the December meeting.
  - The investigatory segment of one evaluation of material of the public hearings of the Redevelopment Agency, regarding Glad Tidings Temple has been completed. Staff recommendation are forthcoming.
  - An interesting information-sharing meeting was held with Brian McNaught who is the Lesbian/Gay Liaison in Boston.
  - Community United Against Violence Lesbian meetings are building momentum. The next meeting is November 23rd, 6:00 p.m., at New College.
  - The recent Juvenile Justice Committee meeting, which Ms. Winnow attended, addressed the subject of sexual minority youth at Youth Guidance Center, and the need for Gay-sensitive counselors. More will be reported on this issue later in this meeting.
  - Ms. Winnow reported on a conversation with the Alcoholic Beverage Commission which revealed that complaints of discrimination occurring in taverns fall under the Unruh Act Chapters 51 and 52. These are pursued by the Commission initially with a letter, followed by a possible invoking of their powers of license, suspension or fine.
  - Again, Chapter 12A charges regarding the Gay Advisory Committee has been unanimously passed.
  - A complaint of sexual orientation discrimination has been received from a gay prisoner. This will be pursued further and a report given back to the Committee.
- 4) "Homosexuality and Social Justice": Report of the Task Force on Gay/Lesbian Issues - Kevin Gordon.

Kevin Gordon, a theologian and psychotherapist spoke in response to the request of the Committee to give a presentation on the Report of the



Task Force on Gay/Lesbian Issues made to the Commission on Social Justice of the Archdiocese. Mr. Gordon described the report as the outcome of an assessment and investigation of the Gay/Lesbian Community in San Francisco and its inter-relations with the Archdiocese of the Roman Catholic Church in San Francisco. Problematic areas and issues to be addressed are targeted and concrete, specific recommendations for policy and action are put forward. The task force membership includes fourteen women and men who have met bi-weekly since May, 1981. The report is addressed to the sponsoring body of the task force, the Commission on Social Justice of the Archdiocese of San Francisco, but it is not limited to this body.

Mr. Gordon summarized the contents of the report as: an overall introduction, violence, the Latino Community, language and distinctions, family, spiritual lives, Lesbian women and Gay men in religious congregations and orders, the sexually disenfranchised and education. Future goals of the Committee included the wide distribution of the report and the continuation of open dialogue between the community and the church.

Mr. Gordon's purpose in addressing the Committee was to educate and enlist support, including a request for letters expressing reactions from those who read the report to be sent to Thomas E. Ambroggi, Director of the Commission on Social Justice and Archbishop Quinn.

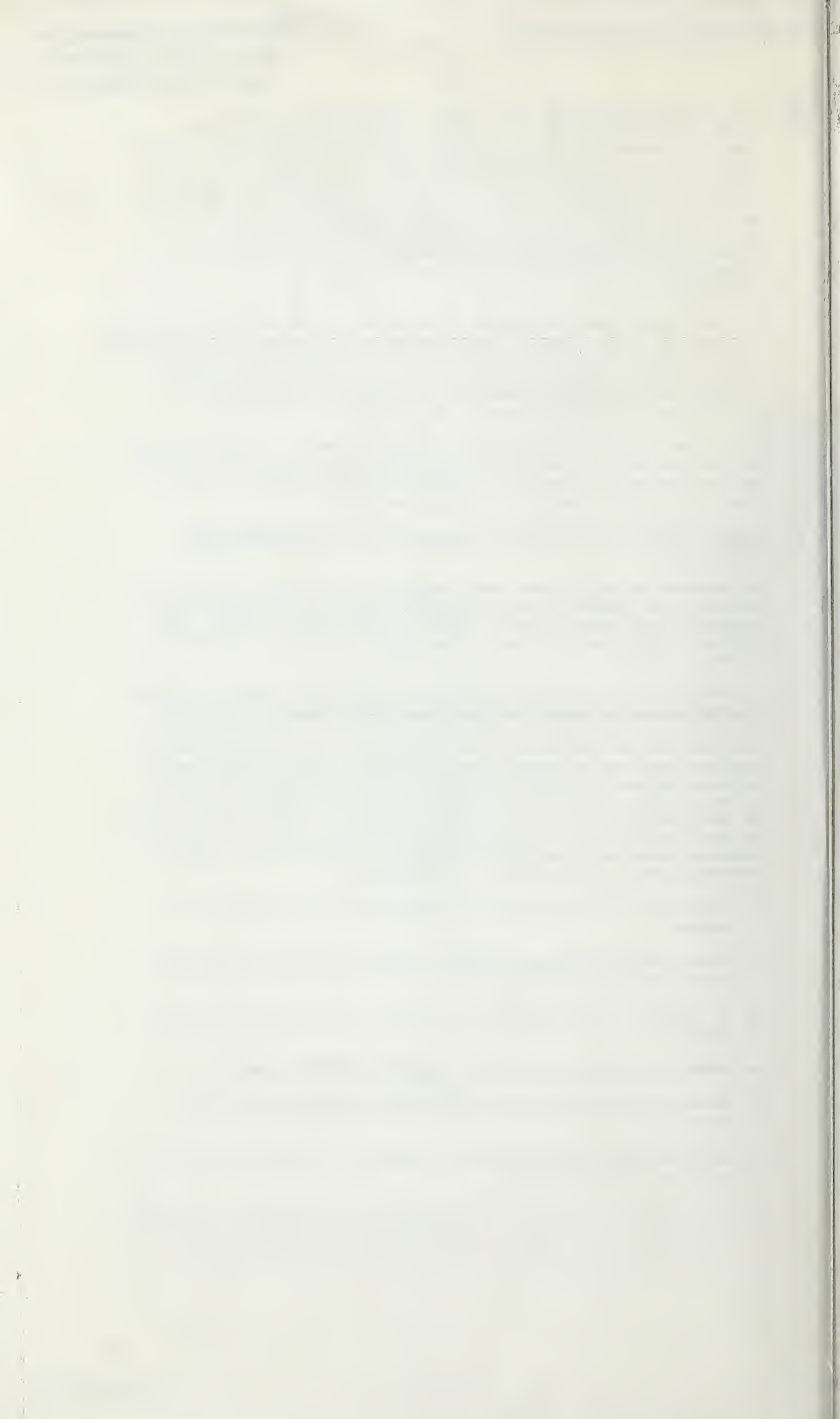
5) Sexual Minority Youth and Youth Guidance Center - Jon Herzstam and Ruth Hughes.

Jon Herzstam and Ruth Hughes, staff members of the Sexual Minority Youth Program at the Center for Special Problems addressed the Committee on their work with sexual minority youth at Youth Guidance Center. This program is affiliated with the Forensic Department under the Department of Public Health.

Jon and Ruth began by giving the history of the recent movement to address special problems of sexual minority youth in the criminal justice and social services systems. The present program began two years ago, and both Ruth and Jon have spent eight hours weekly over the past year at Youth Guidance Center targeting the Gay/Lesbian youth population and the services provided to it. This work included personal interaction with youth, as well as sensitivity trainings for staff. Both Ms. Hughes and Mr. Herzstam reported the experience as producing a substantial amount of progress towards meeting its goals of greater integration of Lesbian/Gay sensitive consultants into the work of Youth Guidance Center. Eight recommendations have grown out of their experience:

- 1) Gay/Lesbian specialist staff be implemented in all levels of the system.
- 2) Specifically Gay/Lesbian sensitive probation officers be assigned sexual minority youth cases.
- 3) A sensitive, confidential way be developed to identify Gay/Lesbian youth.
- 4) Separate facilities be reserved for sexual minority youth.
- 5) Probation offices have more contact with Gay/Lesbian sensitive consultants.
- 6) A sensitivity training program be developed for facilities dealing with Sexual Minority Youth.
- 7) An alternative be found to the practice of automatically transporting sexual minority youth back to their county of origin.. (This is in recognition of the magnet draw the Bay Area has for such youth. To send them back only continues the problems of lack of services.)





- 4 -

- 8) A sensitivity program also be extended to the Log Cabin Ranch Facilities of the California Youth Authority.

7). New Business

- Concerns were raised about the press-release describing the report to the Mayor of the Criminal Justice Commission on violence in San Francisco.

Specifically, the Newspaper article quoted Mayor Feinstein as saying that violence is not disproportionately directed at Gay people. It is asserted that this information is incorrect, Gay people are historically targets of violence. It was decided that the Committee be given an opportunity to view the report before holding further discussion.

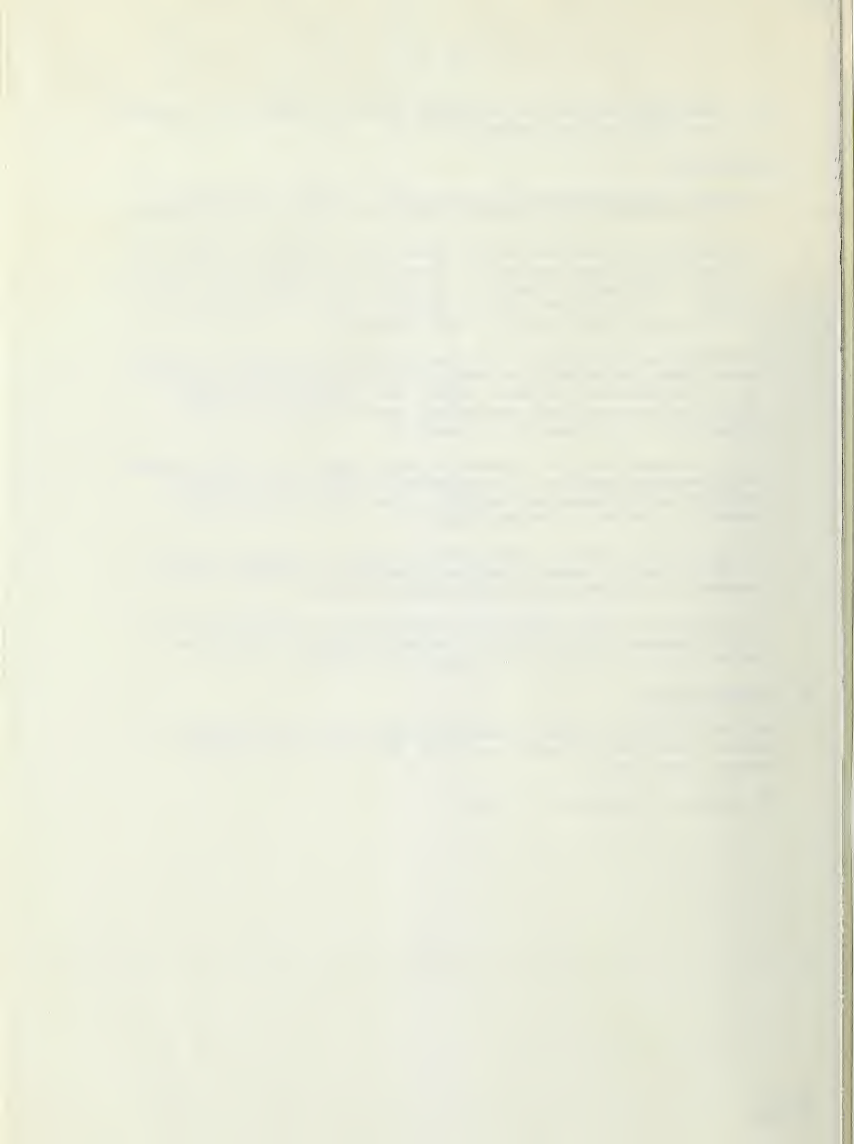
- Discussion was held concerning the implementation of a system to evaluate Human Rights Commissioners' standings on Lesbian/Gay issues. This would be the development of an annual "report card" narrative, to be made public, and to assess each Commissioners record separately. Further discussions on this issue will be continued
- It was announced that new officers have been elected to the 1983 Lesbian/Gay Freedom Day Committee. Two positions are still open: Recording Secretary and Corresponding Secretary. Those interested can contact Konstatine Berdiant or Barbara Cameron.
- It was decided to invite a member from the Marle Woo Defense Committee to address the Gay Advisory Committee regarding her dismissal from the University of California for discriminatory reasons.
- A candlelight march in memory of the assassination of Harvey Mills will be held November 27th at 7:00 p.m. It will originate at Castro and Market and travel to City Hall. Monitors are needed.

8) Calendar Matters

The next Lesbian/Gay Advisory Committee meeting will be held December 21, 1982 at 12 noon in the Commissioners Room, Third Floor of the Public Library, Civic Center.

The meeting was adjourned at 2:15 p.m.

EG:bct  
11-29-82



LESBIAN/GAY ADVISORY COMMITTEE

Next Meeting

DOCUMENTS DEPT.

DEC 14 1982

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Date: Tuesday, December 21, 1982  
Time: Noon (12:00 p.m.)  
Place: Commission Room, Third Floor  
Main Library, Civic Center

AGENDA

- 1) Adoption of the Minutes of November 16, 1982
- 2) Commissioner Report - Richard Sevilla
- 3) Staff Report - Jackie Winnow
- 4) Complaint Process and Explanation of Jurisdiction - Jackie Winnow and Eileen Gillis.
- 5) Sexual Minority Youth Prostitution - Arthur Corbin
- 6) Old Business/New Business
- 7) Calendar Matters

Please Note: Starting in January, the Lesbian/Gay Advisory Committee will be meeting the fourth Thursday of every month from 5:30 -7:30 pm. Place to be announced.

GAC MEMBERS: If you are unable to attend the meeting, please call Jackie Winnow at 558-4901

JW:bct  
12-8-82

(415) 558-4901

Suite 501, 1095 Market Street San Francisco, CA 94103



## LESBIAN/GAY ADVISORY COMMITTEE

## DOCUMENTS DEPT.

Minutes of

JAN 31 1983

Tuesday, December 21, 1982SAN FRANCISCO  
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Committee Members Present: Commissioners Richard Sevilla and David Yamakawa, Jr. (Co-Chairs); Stan Palomares-Criollos, Ruth Hughes, Jerel McCrary, Barbara Monty, and W. Koriel Schreivogl.

Committee Members Absent: Barbara Cameron, Marty Kashuba, Arthur Morris, Marsha Seeley, Randy Stallings, and Sue Zemel.

Guests: Dana Von Gorder and Arthur Corbin.

Staff Present: Eileen Gillis and Jackie Winnow.

The meeting was called to order by Commissioner Sevilla at 12:10 p.m.

1.) Adoption of the Minutes of November 16, 1982

\*\*\*m/s/c unanimously to adopt as is.

2.) Commissioner Report - Richard Sevilla

Commissioner Sevilla reported that at the November 18, 1982 meeting of the Human Rights Commission several issues of interest were considered. Their previous position to not endorse the Domestic Partnership Ordinance was overturned and the Commission voted in support.

On the issue of Domestic Partnership, Commissioner Sevilla informed the Committee that a meeting was held between members of the Lesbian/Gay Community and Mayor Feinstein prior to her veto of the Ordinance. In this meeting, she stated her concerns with the legislation as: 1) it being too vague in its wording, 2) there being too little protection built into it against fraud and false claim of Domestic Partnership, and 3) the difficulty translating or reconciling marriage in a religious sense to the civil/legal ramifications, and the separation thereof. She gave a verbal promise to support some final form of the legislation. Commissioner Sevilla continued by describing some of the backlash to the Mayor's veto.

Specifically, this concerned the rally held in front of City Hall, Richard expressed his belief that a stronger system of communication must be developed for the planning and handling of spontaneous events such as these. Needs must be considered such as efforts to present an equal cross section of speakers, and the planning of response to the potential explosiveness of such public meetings. Discussion then ensued concerning how the Committee should respond as an organization to these events. It was then: \*\*\* m/s/c to place on the next agenda of the Lesbian/Gay Advisory Committee the discussion of how to respond, as a Committee, to gatherings and events needing attention which spontaneously occur in the Lesbian/Gay Community.

Discussion was continued on the issue of instituting role call votes among Human Rights Commissioners. Suggestions were entertained as to how this can be done most efficiently and with the participation of other committees, thereby instituting an across-the-board policy. The issue will be continued and placed on the next Lesbian/Gay Advisory Committee Agenda.

- The process of electing or re-electing a new Chair and Vice-Chair of the Human Rights Commission, and Committee Chairs, is up-coming.
- AB 1, the bill protecting Lesbians and Gay men in California from job discrimination has been reintroduced. It is now up to the community to actively co-alesce in a movement to support and pursue the passage of

INVESTIGATIVE DEPT.

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this bill.

3.) Staff Report - Jackie Winnow

Jackie Winnow reported plans are being considered for a seminar series for the Human Rights Commission on issues such as sexism, homophobia, racism, anti-semitism, cultural differences and human sexuality.

- A response to the letter sent by the Committee has been received from Vaughn Walker, lawyer for the United States Olympic Committee. A copy is available at HRC offices.
- Ms. Winnow reported on her attendance at the most recent Juvenile Justice Commission meeting. Recommendations were put forward concerning implementing gay-sensitive specialists in the justice system to deal with youth. It was then suggested to place under New Business the issue of considering the way in which the Gay Advisory Committee can help the effort to pursue the adoption of such specialists in the juvenile justice system.
- The Lesbian/Gay Advisory Committee's need of a new meeting space and time was discussed. It was decided to hold all meetings, from January onward, on the fourth Thursday of each month. The location will be announced when it is determined.

4.) Sexual Minority Youth Prostitution. - Arthur Corbin.

Arthur Corbin a representative of the Youth and Education Committee of the Human Rights Commission, spoke to the Lesbian/Gay Advisory Committee concerning his request to elicit their support of a report on juvenile prostitution prepared by the Urban and Rural Systems Associates. Mr. Corbin's purpose in addressing the Committee was to bring to their attention the importance and potential impact this report could have on future funding of outreach programs for this under serviced population, many of which are Lesbian/Gay youth. It is a document that assesses future needs of youth and will be entertained at the February Youth and Education meeting. The report was released in July of 1982, and Mr. Corbin believes a concerted effort must be put forward to ensure its distribution and hearing. His future goals are to have it heard before the full Human Rights Commission, as well as to generate enough publicity to impress the Mayor's Office with the urgency of need contained in this population. Discussion of the report will also be brought before the Youth and Education Committee of the Human Rights Commission on February 3rd, at 3:30 John Adams school.

It was then, \*\*\*M/S/C to send a letter to the Youth and Education, and the Police Liaison/Social Issues Committees of the Human Rights Commission asserting the Advisory Committee's belief in the importance of the youth prostitution issue in San Francisco the report by Urban Systems Associates, and suggesting they consider with utmost attention the needs of the youth prostitution population at large.

5.) Update on Domestic Rights Benefits Legislation - Dana Van Gorder

Dana Van Gorder, staff aide to Supervisor Harry Britt, gave an update on the recent legislation developed as an alternative and in response to that vetoed by Mayor Feinstein. The new Domestic Rights Benefits legislation is divided into four parts. Two pieces are ordinances and two are resolutions. One Ordinance establishes a regular system of filing for Domestic Partnership. The definition of Domestic Partnership is altered from the previous drafted Ordinance to excluded the statement that... "they are not related by blood." A second Ordinance creates the consequences of the filing of Domestic Partnership to be hospital and jail visitation rights and names the Human Rights Commission as the enforcing agency for its provisions. The resolutions include one asking



Lesbian/Gay Advisory Committee

Minutes of Tuesday, December 21, 1982

Page 3.

the Mayor to urge the Health Service System Board to develop plans for health insurance coverage of Domestic Partners, and one requesting the Civil Service Commission to develop and submit for adoption, rules and regulations regarding sick and bereavement leave for City employees and their Domestic Partners.

Mr. Van Gorder called for a large effort to be extended by the Lesbian/Gay Community to support and lobby for this legislation. (In early February, the Civil Service Committee of the Board will hold hearings on the new legislation)

Members of the Lesbian/Gay Advisory Committee will be sending letters to the Mayor and Board supporting the Ordinance as well as urging the community to do so. It was also, \*\*M/S/C that a letter from the Gay Advisory Committee be sent to Paul Lorch, publisher of the Bay Area Reporter, addressing his editorial calling into question and disagreeing with his lack of support of the Domestic Rights Benefits legislation.

6.) Agenda Items to be considered at the January 27th Lesbian/Gay Advisory Committee Meeting.

These will include issues regarding sexual minority youth brought before the Juvenile Justice Commission. It is also recommended that members finish their reading of the Archdiocese's Task Force report on Gay/Lesbian issues, so that it may be discussed (it is urged that members send letter of support for this document to Archbishop Quinn).

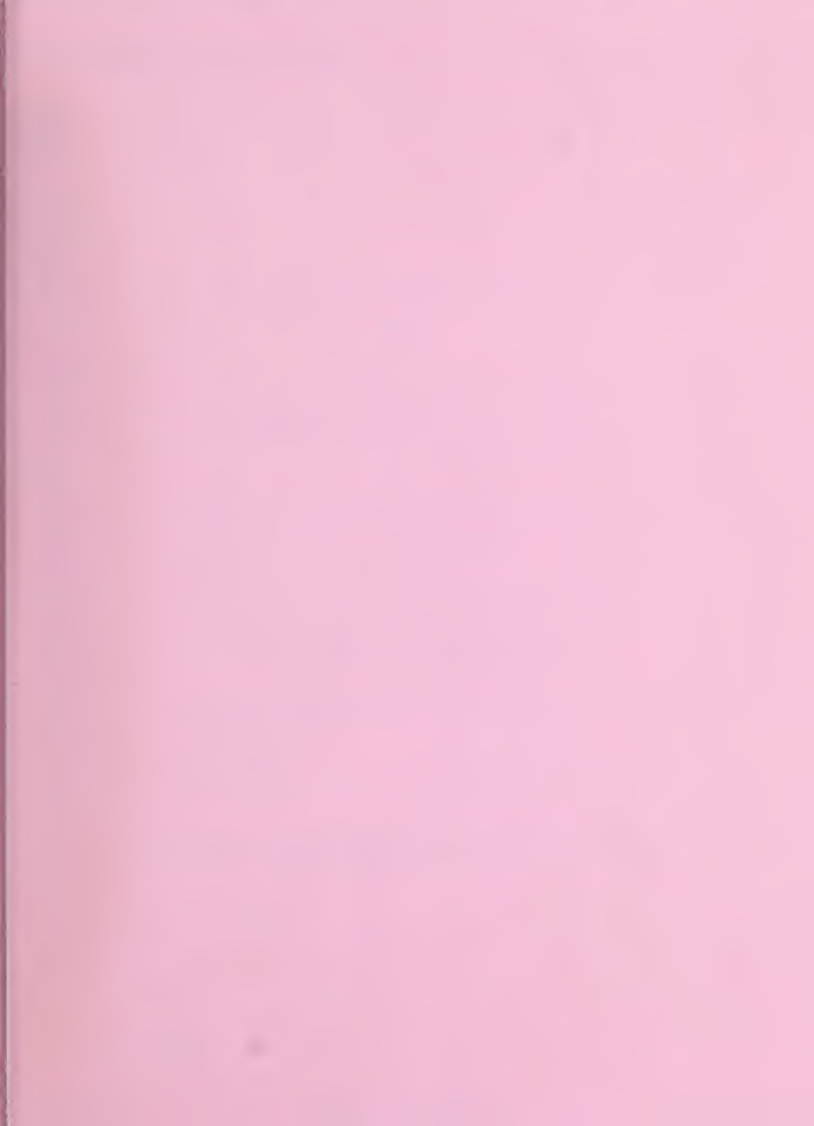
The meeting will primarily be devoted to strategizing.

Calendar Matters

- The next Lesbian/Gay Advisory Committee Meeting will be held on Thursday, January 27th, at 33 Gough Street, at 5:30 p.m., 1st Floor auditorium.

The meeting was adjourned at 2:15 p.m.







City and County of San Francisco



SF  
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Human Rights Commission  
Office of Contract Compliance  
Office of Dispute Resolution

DOCUMENTS DEPT.

JAN 26 1983

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PUBLIC LIBRARY

Lesbian/Gay Advisory Committee

AGENDA

Meeting of

January 27, 1983, Thursday, 5:30-7:30 p.m.  
City College Offices  
33 Gough Street, SF, 1st Floor Auditorium

- 1.) Adoption of the Minutes of December 21, 1983
- 2.) Commissioner Report - Richard Sevilla
- 3.) Staff Report - Jackie Winnow
- 4.) Strategizing - L/GAC and Human Rights Commission
- 5.) Strategizing - L/GAC and Lesbian/Gay Community  
(e.g. spontaneous events)
- 6.) Old Business/New Business
- 7.) Calendar Matters
- 8.) Adjournment

GAC members: If you cannot attend this meeting, please call  
Jackie Winnow at 558-4901.

JW:gm  
1/24/83



# and the question of the future

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1. The first question is whether the future is a possibility.

2. The second question is whether the future is a necessity.

3. The third question is whether the future is a possibility.

4. The fourth question is whether the future is a possibility.

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17. The seventeenth question is whether the future is a possibility.

18. The eighteenth question is whether the future is a possibility.

19. The nineteenth question is whether the future is a possibility.

20. The twentieth question is whether the future is a possibility.

Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

MAR 7 1983

Thursday, January 27, 1983

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Committee Members Present: Commissioners Richard Sevilla and David Yamakawa, Jr. (Co-Chairs);; Barbara Cameron, Stan Palomares-Criollos, Ruth Hughes, Marty Kashuba, Jerel McCrary, Barbara Monty, Arthur Morris, W. Koriel Schreivogl, and Marsha Seeley.

Committee Members Absent: Randy Stallings and Sue Zemel.

Staff Present: Vicky Rathbone, Gail Roberts and Jackie Winnow.

The meeting was called to order by Commissioner Sevilla at 5:40 p.m.

1) Adoption of the Minutes of December 21, 1982

\*\*\*M/S/C to adopt with the correction that Arthur Morris was indeed present and not absent as listed.

2) Commissioner Report - Richard Sevilla

Richard thanked Barbara Monty for procuring the meeting space.

Richard reported that the Commission will be meeting a lot in the near future. He then went on to report on the section of the Mayor's meeting dealing with 'The Mayor's Survey of Victims of Violent Personal Crimes in San Francisco'. A new analysis of the data has been made necessitating a change in the report itself as well as in the Executive Summary. Originally, it had been reported that Gay people were not more or less likely to be victims of crimes. It was then later revealed that this referred only to the frequency with which they reported crimes and that for a variety of reasons Lesbians/Gay men frequently did not report crimes to the police. Richard's concern centered around the fact that, although the Mayor would be re-releasing the report and summary with the corrections, no mention had been made of a news release. This matter will be taken up under New business.

Phyllis Lyon has been re-elected as Chair of HRC and Brenda Wade was elected as Vice-Chair.

3) Staff Report - Jackie Winnow

The Human Rights Commission is holding public hearings to ascertain the extent of minority and women business participation in City and County contracts and procurements. (See under Calendar Matters)

Jackie handed out packets of correspondence. She reported on the formation of the Jewish Coalition for Lesbian and Gay Rights; that another staff person is being requested in the General Fund budget for the Lesbian/Gay Community Liaison office; Torsten Weld Bodecker has volunteered to do L/GAC articles for Coming Up!; Senator Marks has authored legislation, SB 184, which would amend the Health and Safety Codes sections relating to redevelopment agencies to add sexual orientation as a protected class. It is currently in the Rules Committee, but has not been assigned yet. She reported that the Coalition for Human Rights had a good discussion about blood donations and A.I.D.S. at their last general meeting and condemned any attempt to exclude Gay men from donating blood and supported better screening procedures. Pacificon is a film company preparing a film for police recruit training for Gay awareness. They need material on gay/police softball games, historical images of the Gay/Lesbian Community, and women's social environments. If you have any suggestions,

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please call Jane Lev at 421-6375 or Paul Thurston at 398-2040. The Stonewall Democratic Club had written a letter explaining their reasons for no longer attending the Mayor's meetings. Copies will be made for L/GAC members.

Vicky Rathbone, staff of the Employment Committee, came to report on that committee's decision regarding the nursing petition presented to L/GAC by Wages Due Lesbians and referred to the Employment Committee. After hearing the presentation by the Wages for Housework Campaign and the California Nurses Association, the Employment Committee decided not to endorse the petition, although they did agree with many of the issues raised. The petition actually was to encourage the new Governor to retain certain members of the Board of Registered Nursing.

The Employment Committee was concerned that such a wide variety of different issues had been included in the same petition and that not all of them appeared to fall under the jurisdiction of the Board of Registered Nursing. The Committee also expressed concern that the petition was actually a request for endorsement of certain Board of Registered Nursing members who supported the positions listed on the petition. For these reasons, the Employment Committee was recommending to HRC that they not endorse the petition at this time.

Lengthy discussion ensued at this time. Richard and David, as Commissioners, will address HRC at the time the Employment Committee recommends that HRC not endorse the petition. They would rather see the issue tabled than have a no vote on record.

\*\*\*M/S/C refer to next L/GAC meeting for L/GAC response to Wages Due Lesbians.

Gail Roberts announced that the Police Liaison/Social Issues Committee is holding a public hearing in Chinatown on February 1st at 5:00 p.m. at Geen Mun Center, 777 Stockton. This hearing is one in a series of community meetings. The first was held in the Mission. L/GAC discussed need for one for the Lesbian/Gay Community which would not be geographically based. Ruth Hughes expressed that it be held in the Women's Community as Lesbians are often made invisible.

\*\*\*M/S/C to have Richard Sevilla bring L/GAC's concern for a community meeting to Police Liaison/Social Issues Committee with the recommendation that L/GAC be an active co-partner in the planning of this hearing.

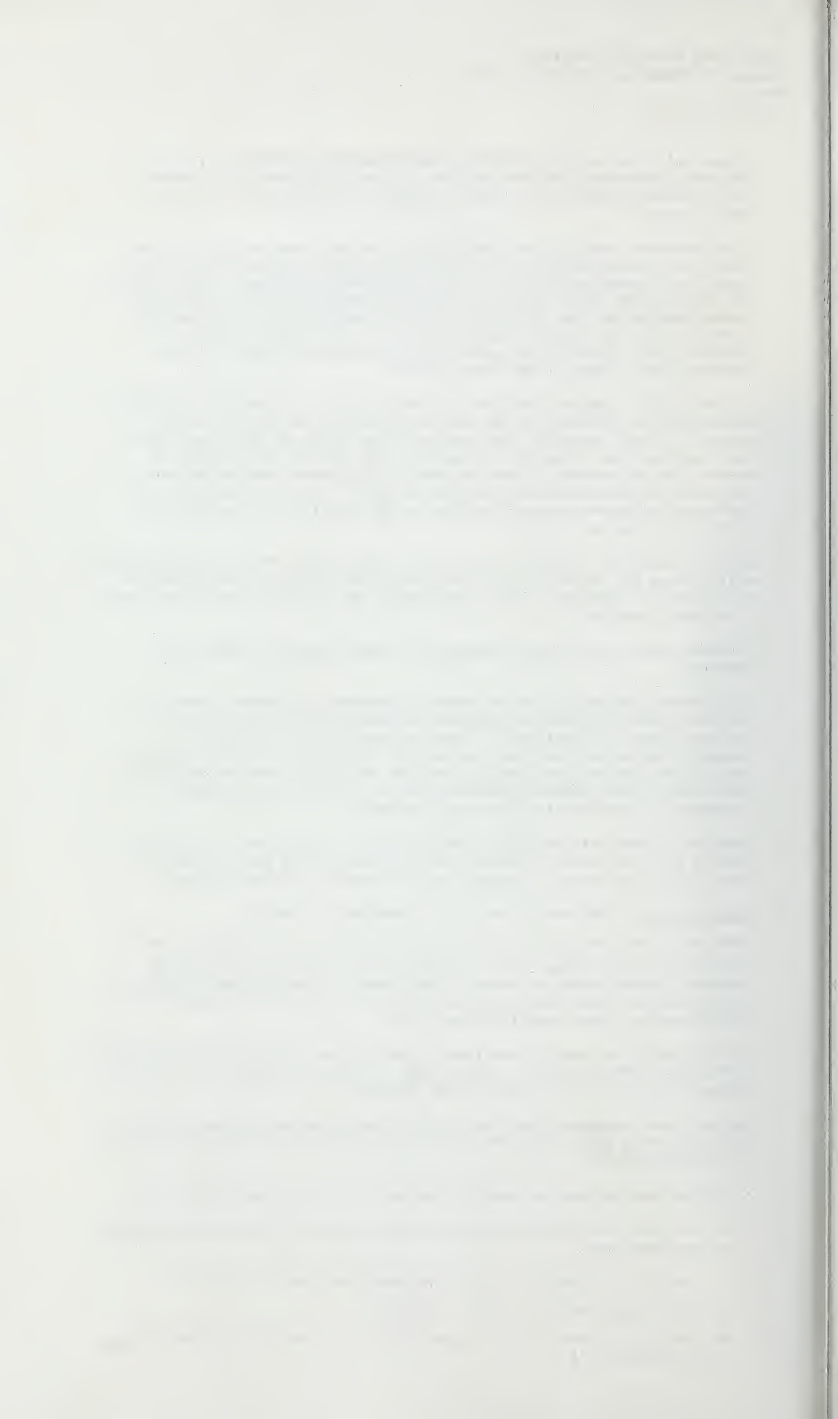
4) Strategizing - L/GAC and HRC and the Lesbian/Gay Community

Frustration over the lack of time was expressed for this important matter. Marsha Seeley and Barbara Monty proposed that a half-day strategizing session be called using an outside facilitator. Jerel McCrary expressed that goals/priorities have been set and that he wanted to strategize over implementation rather than resetting goals.

\*\*\*M/S/C Half-day strategy session/orientation/get together set for Richards house, March 5th, 10:00 a.m. (Note: This was later changed to March 12th) barbara Monty will help Jackie put it together.

barbara Monty suggested that with the time left, members should in turn, talk about what L/GAC has been doing both positively and negatively. Some of the points made:

- did not handle Mayor's Domestic Partnership veto demonstration well.
- we made the Lesbian/Gay Liaison position permanent and a second position is in the works.
- the pamphlet is terrific and our outreach/distribution was great
- the bi-monthly article idea was a failure
- the letter of censure to the CA was ill advised, but we've learned from it and corrected it.



- Commissioners have changed, so maybe it's not so much what the Committee does as how it is heard by HRC
- referring matters to the Employment Committee has been consciousness raising
- our successful handling of the changes in Chapter 12A regarding L/GAC
- the letter writing campaign re: Domestic Partnership Ordinance never happened
- three years ago GAC held public hearing re: anti-Lesbian/Gay violence and brought the subject out in the forefront and helped get CUAV funded
- contact with enforcement agencies was very enlightening and has proven useful
- we were not organized enough for HRC regarding Domestic Partnerships
- Committee appointment process that has been worked out is good
- Should not feel that anything coming out of this Committee will not be controversial, so we should be prepared
- Good staff work

5) Issue of Roll Call Votes

Stan Criollos handed out a memo he had prepared concerning roll call votes and why L/GAC had recommended them, which is that basically as a public body it should be accountable on all issues. Members expressed grave concern over HRC's reaction to their request.

It was the consensus of the group that the roll call vote should be for all issues, not simply L/GAC. L/GAC wants the Minutes to reflect the vote and this be shown in the Minutes. Staff will get a sense of what other commissions are doing. As Commissioner Yamakawa pointed out, many commissions, such as Planning Commission and PUC presently record voted.

\*\*\*M/S/C a memo be presented by Richard Sevilla (or David or staff) to the Administrative Committee recommending that the rules of procedure be amended to require a recording of the votes by name on all issues.

6) Old Business/New Business

- Letter to Archbishop Quinn

\*\*\*M/S/C letter to Quinn supporting the Task Force on Gay/Lesbian Issues report "Homosexuality and Social Justice" as a working document and recommends that the recommendations be considered for implementation. Copies of the recommendations will be presented to HRC Commissioners. (note: Due to Archbishop Quinn's subsequent remarks as reported in the newspaper concerning the report, the letter as recommended was not presented to HRC.)

- Juvenile Justice Commission and Sexual Minority Youth

The minutes of JJC discussing John Herstram's recommendations and JJC's response was passed out.

- CUAV benefit

A tupperware party benefiting CUAV will be held at Gael Sapiro's house in February 18th at 7:00 p.m.. Ask Jackie for the address.

- Gay Health Class

The Community College Centers Division is presenting an 8 week class, beginning February 10, 1983. For more information, please call 346-7044.

- \*\*\*M/S/C a letter to the Mayor re: Violence report expressing our concern that not only the executive summary be changed but, that a news release to that effect be prepared.





- \*\*\*H/S/C a letter to Phyllis Lyon and Brenda Wade congratulating them on their election as chair and vice-chair, respectively.
- \*\*\*M/S/C a letter thanking the San Francisco Community College District and the Gay and Lesbian Service Committee of the SFCCD for the first Lesbian/Gay Education Specialist in the state.
- \*\*\*M/S/C Jerel McCrary request that the issue of law requiring a misdemeanor charge for fraudulently raising police misconduct be taken up by the Social Issues/Police Liaison Committee as it was referred to them last year with no results.

#### Calendar Matters

L/GAC will be meeting on Thursday, February 24, 1983 at 5:30 p.m. at Community College Centers offices at 33 Gough Street, in the auditorium.

HRC Public Hearings ascertaining the extent of minority and women business participation in City and County contracts and procurements:

February 24, 9:00 a.m., 170 Fell Street, Room 130

March 2nd, 4:00 p.m., Lurie Room, Main Library

March 24th, 9:00 a.m. State Building, Room 1202

#### Adjournment

The meeting was adjourned at 8:00 p.m.





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Lesbian/Gay Advisory Committee

Agenda

Date: Thursday, February 24, 1983

Time: 5:30 - 7:30 or 8:00 p.m.

Place: 33 Gough Street, SF, Auditorium

- 1) Adoption of the Minutes of January 27, 1983
- 2) Commissioner Report - David Yamakawa
- 3) Staff Report - Jackie Winnow
- 4) "Homosexuality and Social Justice," Report of the Task Force on Gay/Lesbian Issues, Commission on Social Justice - Discussion on the present status of the Task Force and Report and recommendation on how L/GAC and HRC should proceed - Kevin Gordon, Chairperson, Task Force on Gay/Lesbian Issues
- 5) Old Business/New Business
  - Strategizing Session Update
  - Wages Due Lesbians
  - etc.
- 6) Calendar Matters
- 7) Adjournment

L/GAC Members: If you cannot attend this meeting, please call Jackie Winnow at 558-4901.

JW:gm  
2/14/83



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MAR 28 1983

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Lesbian/Gay Advisory Committee

Minutes ofThursday, February 24, 1983

Committee Members Present: Commissioner David Yamakawa, Jr. (co-chair); Ruth Hughes, Marty Kashuba, Barbara Monty, Arthur Morris, W. Koriel Schreivogl, Marsha Seeley, and Randy Stallings

Committee Members Absent: Commissioner Richard Sevilla; Barbara Cameron, Stan Palomares-Criollos, and Jerel McCrary

Staff Present: Gail Roberts and Jackie Winnow

The meeting was called to order by Commissioner Yamakawa, Jr. at 5:45 p.m.

1) Adoption of the Minutes of January 27, 1983

\*\*\* m/s/c as is.

2) Commissioner Report - David Yamakawa, Jr.

David reported that the HRC had unanimously adopted "recorded votes" at the first reading. The Police Liaison/Social Issues Committee has changed its name to Social Issues and Police Liaison. The HRC has been busy with Appeal Hearings and NBE/WBE Hearings.

3) Staff Report - Jackie Winnow

Jackie reported that it was committee reappointment time. Sue Zemel has resigned. It was decided to fill that vacancy by appointment. Arthur Lazere's Article "Enforcing Rights Laws" was passed out. A 30-second TV PSA is being prepared by Diane Bostley on sexual orientation discrimination and the Human Rights Commission.

4) "Homosexuality and Social Justice," Report of the Task Force on Gay/Lesbian Issues, Commission on Social Justice - Discussion on the present Status of the Task Force and Report and recommendation on how L/GAC and HRC should proceed - Kevin Gordon, Chairperson, Task Force on Gay/Lesbian Issues

Jackie introduced the subject by stating that due to the remarks of Archbishop Quinn and Msgr. Peter Armstrong, the letter L/GAC had wanted HRC to send prior to these remarks was not presented to HRC. Kevin Gordon and Tom Ambrogi were invited to educate L/GAC as to what is going on and recommendations for HRC. Commissioner Ambrogi was not able to be present.

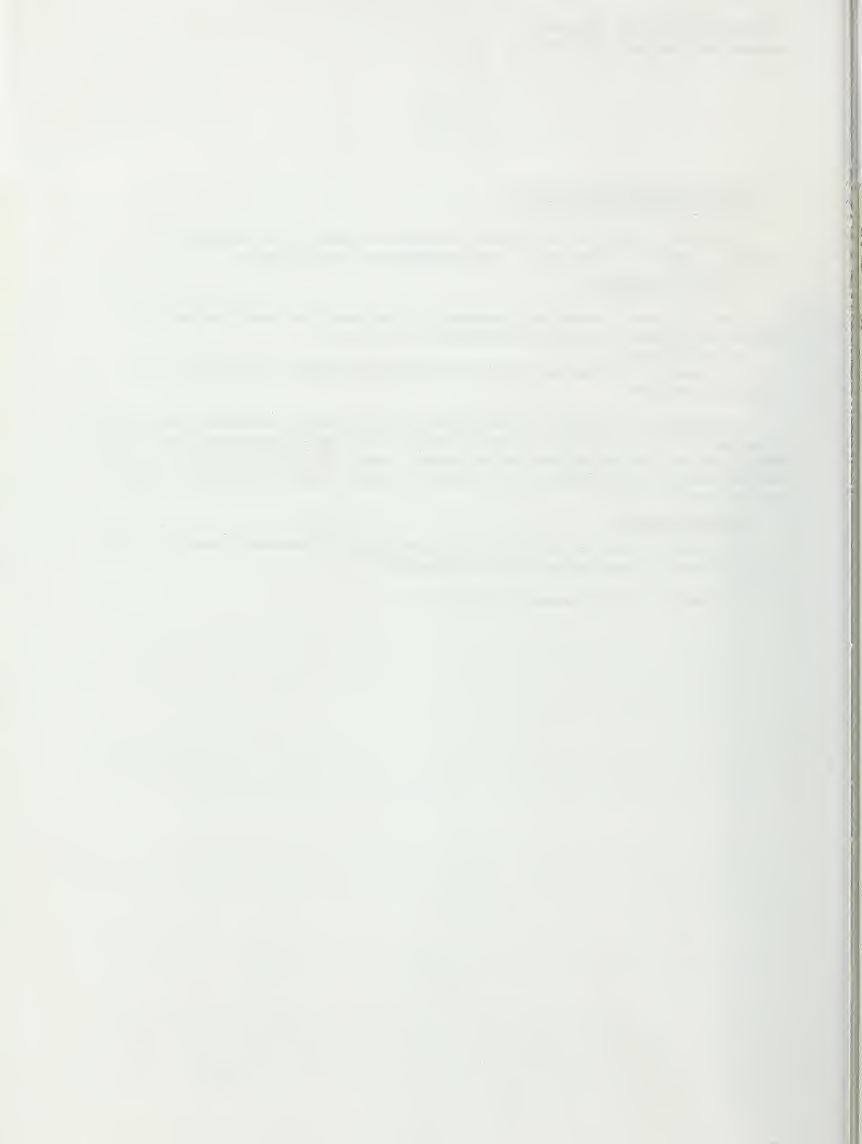
Even after much pressure, the Commission on Social Justice voted on February 17th to support the Task Force and agreed to continue dialogue.

Mr. Gordon spoke in favor of the Commission on Social Justice's February 17th decisions. He expressed grave concern about the Priest Senate's report which comes out in April. This report has been a year in the making and no dialogue has ever taken place between the Task Force and the preparers of the Priest Senate report. Kevin fears that the media will interpret the Priest Senate's report as a response to the Task Force's report.

It was:

\*\*\* m/s/c to send a letter either from HRC or L/GAC (depending on timing) to the Commission on Social Justice commending them on their recent actions.

\*\*\* m/s/c to respond to the Monitor (cc's to the Lesbian/Gay press).



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Lesbian/Gay Advisory Committee

AGENDA.

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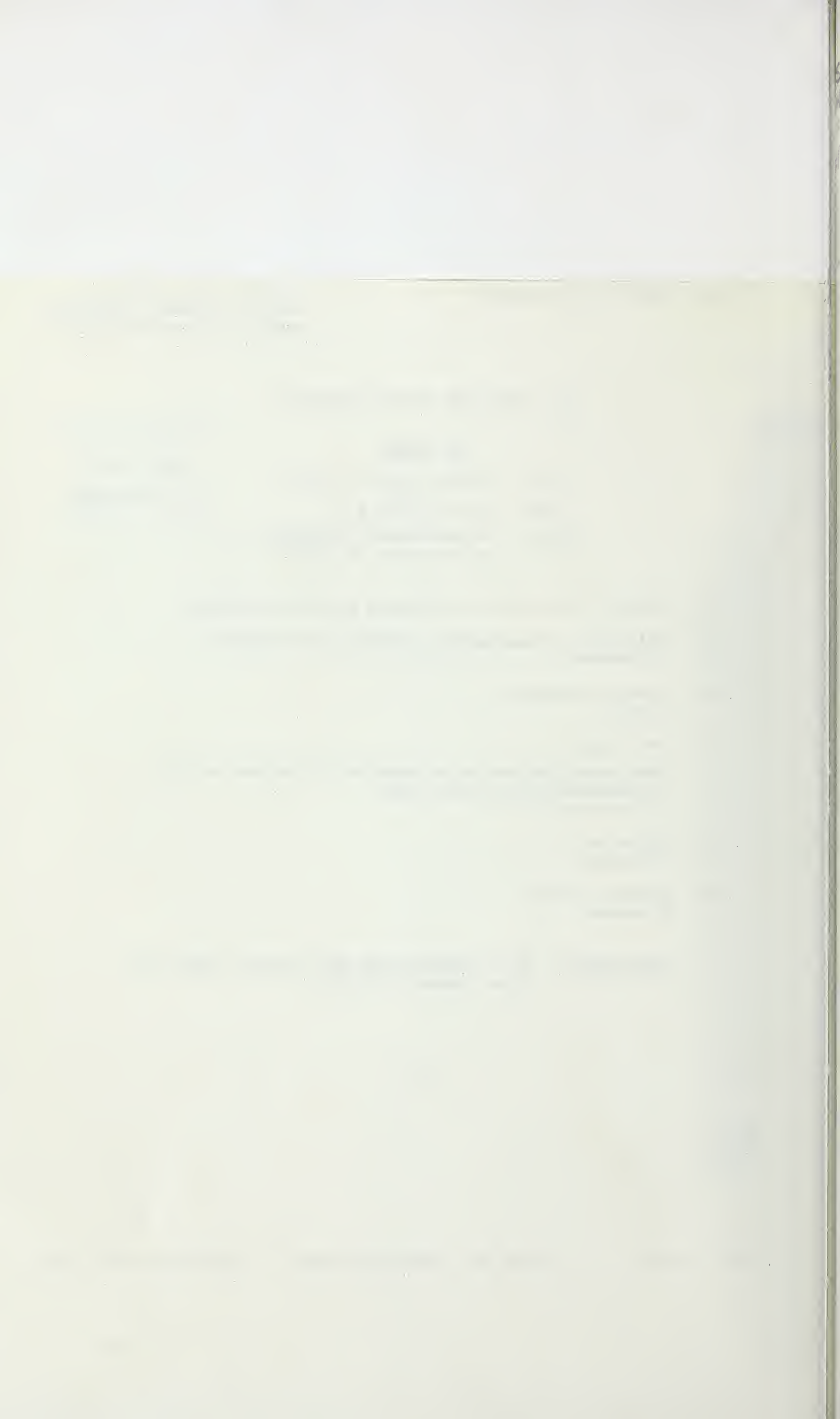
Date: Thursday, March 24, 1983  
Time: Starts at 5:30 p.m.  
Place: 33 Gough Street, Auditorium  
San Francisco, CA 94103

- 1.) Adoption of the Minutes of February 24, 1983 (2 minutes)
- 2.) Explanation of Commissioner and Staff written reports.  
(10 minutes)
- 3.) External Strategies  
(2 hours)
- 4.) New Business
  - What does L/GAC want to do regarding its presence at the  
Lesbian/Gay Day march this year?  
(20 minutes)
- 5.) Evaluation  
(10 minutes)
- 6.) Calendar Matters  
(3 minutes)

L/GAC Members: If you cannot attend this meeting, please call  
Jackie Winnow at 558-4901.

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Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

MAY 2 1983

Thursday, March 24, 1983

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Committee Members Present: Commissioners Richard Sevilla and David Yamakawa, Jr. (co-chairs); Marty Kashuba, Arthur Morris, W. Koriel Schreivogl, and Marsha Sealey

Committee Members Absent: Barbara Cameron, Stan Palomares-Criollos, Ruth Hughes, Jerel McCrary, Barbara Monty, and Randy Stallings

Guest Facilitator: Beth Goldberg

Staff Present: Gail Roberts and Jackie Winnow

The meeting was called to order by Commissioner Yamakawa, Jr. at 5:35 p.m.

1.) Adoption of the Minutes of February 24, 1983

\*\*\*m/s/c as is.

2.) Explanation of Commissioner and Staff written reports

Committee members reported that they appreciated Jackie's written report. She added that Bill Upton will be added to the Employment Committee; the mailing list has been completed; HRC passed "recorded vote" at its second reading; AB 1 passed through the Ways and Means Committee.

Richard did not have a written report prepared, but reported later on in the meeting that he and other Lesbian/Gay representatives had met with Public Defender Jeff Brown on cases involving Gay victims of violent crime and defenses used (e.g. Bud Kramer murder) and change of venue issues in Gay cases. He has also been meeting about how A.I.D.S. is being handled within the Gay community and by the rest of the populace, e.g. A.I.D.S. patients being turned away from restaurants and turned out of housing.

\*\*\* m/s/c to invite Pat Norman, Cleve Jones, and Mark Feldman to the next L/GAC meeting for an informational session in terms of the Gay community's struggle/strategies with A.I.D.S. and some of what is occurring by outside forces.

The Committee stressed that it really wanted a written summary from Richard and he agreed to do it.

David Yamakawa reported on the recent MBE/WBE hearings, wherein the idea of implementing Lesbian/Gay business participation was raised.

3.) External Strategies

L/GAC members present stressed their disappointments and irritation at those members whose absence was not due to illness.

The external strategy session, facilitated by Beth Goldberg, centered on the following objectives:

- delineate protocol/interactions with other community organizations, HRC, and city government (protocol/outreach/lobby)
- define committee's role in each area
- re: visibility political images what we do/how we function
- crisis procedures specified.



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[Faint, illegible text covering the majority of the page, likely bleed-through from the reverse side. The text appears to be organized into several paragraphs and possibly a list or index.]

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- \*\*\* m/s/c Marsha will draft plan for speakers.
- \*\*\* m/s/c Koriel will draft plan for dealing with HRC.
- \*\*\* m/s/c Arthur will draft plan for dealing with city government.
- \*\*\* m/s/c Richard will draft plan for dealing with outreach and visibility, particularly to community.
- \*\*\* m/s/c Jackie will draft plan for "phone tree" for crises.

#### 4.) New Business

- What does L/GAC want to do regarding its presence at the Lesbian/Gay Day march this year?
  - \*\*\* m/s/c to request that the HRC sponsor a booth/table at this year's parade with HRC literature/information.
- L/GAC will more than likely be designated to coordinate this effort.
- The Alice B. Toklas and Latino Democratic Clubs are co-sponsoring an El Salvador Initiative fundraiser for April 17th from 6-12 p.m. at Caesar's Palace. Donations range from \$5 - \$50.
- Theatre Rhinoceros' new production, King of Chrystal Palace (a serious drama) begins April 14th. For more information call 861-5079.
  - \*\*\* m/s/c to institute an announcement section, rather than having announcements under New Business.

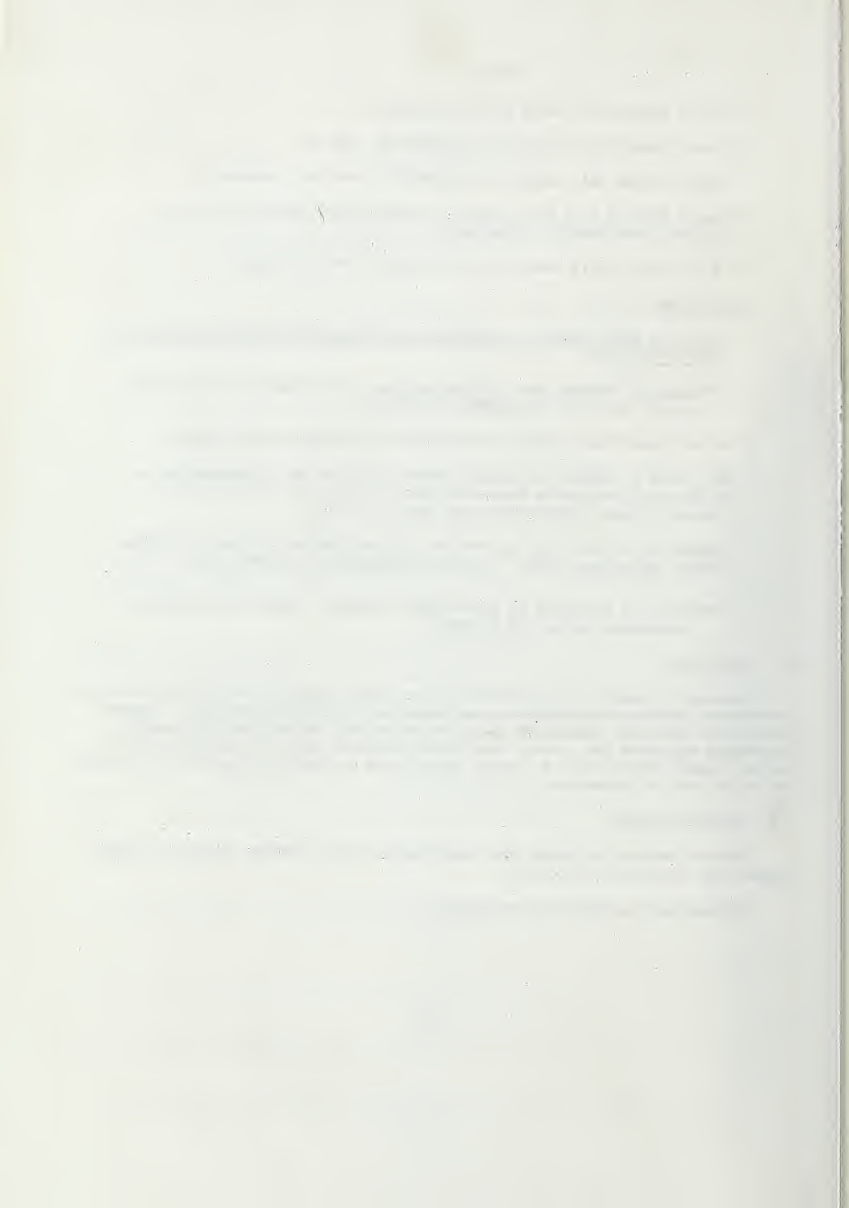
#### 5.) Evaluation

Members expressed their appreciation for staff's expeditious implementation of committee's internal strategies for new structure for running meetings. Members also talked about the absence of participants to this second strategy session. One member expressed his concern that L/GAC continues to go off intended topic. Another member stated that as a whole people stay on target rather well and should not be so hard on themselves.

#### 6.) Calendar Matters

The next meeting of L/GAC will take place on April 28th at 5:30 at 33 Gough Street, SF, 1st Floor Auditorium.

The meeting was adjourned at 8:40 p.m.



City and County of San Francisco

Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution



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4/28/83

LESBIAN/GAY ADVISORY COMMITTEE

AGENDA

DOCUMENTS DEPT.

APR 25 1983

SAN FRANCISCO  
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Date: Thursday, April 28, 1983  
Time: Starts at 5:30 P.M.  
Place: 33 Gough Street, Auditorium  
San Francisco, CA 94103

This meeting will be facilitated by Marsha Seeley.

1. Adoption of the Minutes of March 24, 1983 (2 minutes)
2. Explanation of Commissioner and Staff written reports (10 minutes)
3. Presentation of drafted plan for speakers for L/GAC (action-possible adoption) - Marsha Seeley (20 minutes)
4. Presentation of drafted plan for L/GAC dealing with HRC (action-possible adoption) - Koriel Schreivogl (20 minutes)
5. New Business/Old Business
  - Letter from community members to KS Foundation re: Paul Lorch's editorial and B.A.R. headlines (letter enclosed) (possible action-letter and/or meeting)
  - Other matters (20 minutes)
6. Announcements (10 minutes)
7. Informational session discussing the politics of A.I.D.S. in terms of the Lesbian/Gay Community struggle/strategies and those forces outside the community - Pat Norman (Coordinator, Gay Health Services of Dept. of Public Health and CHR co-chair), and Rick Crane (Director of KS Foundation) (25-30 minutes)
8. Evaluation (10 minutes)
9. Calendar Matters (3 minutes)

L/GAC Members: If you cannot attend this meeting, please call Jackie Winnow at 558-4901.

JW:pa





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4/24/83Lesbian/Gay Advisory CommitteeMinutes ofThursday, April 28, 1983

DOCUMENTS DEPT.

JUN 7 1983

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Committee Members Present: Barbara Cameron, Stan Palomares-Criollos, Ruth Hughes, Marty Kashuba, Barbara Monty, Arthur Morris, W. Koriel Schreivogl, and Marsha Seeley

Committee Members Absent: Jerel McCrary, Richard Sevilla, Randy Stallings, and David Yamakawa, Jr.

Guests: Rick Crane and Pat Norman

Community Members: Tanyan Corman and Gary Schweikhart

Staff Present: Gail Roberts and Jackie Winnow

The meeting was called to order by Acting Chair Marsha Seeley at 5:40 p.m.

1.) Adoption of the Minutes of March 24, 1983

\*\*\* m/s/c adopted as is.

2.) Explanation of Commissioner and Staff Written Reports

Commissioner Sevilla was absent due to an HRC hearing.

The HRC voted to sponsor a booth at the Lesbian/Gay Freedom Day Rally. Besides Jackie Winnow's written report, she announced A.I.D.S. Awareness Week events, including CHR's Wellness Conference, Commission on Social Justice's Task Force on Homosexuality meeting; the Times Square film showing; and the Fifth Annual National Lesbian/Gay Health Conference. She also talked about Harry Britt's letter concerning A.I.D.S. funding and Mike Hennessey's Community Involvement Workshop. The San Francisco Fair and Exposition is meeting with the Lesbian/Gay communities to include them in the event this year. Jackie announced receipt of Black and White Men Together's report on racism in the Community regarding employment of people of color in the bars. They are holding a community forum and members were urged to attend. (See under New Business)

Jackie stressed that L/GAC members are to give her their copy of who they will contact in times of emergency so she can present the plan.

3.) Presentation of drafted plan for speakers for L/GAC - Marsha Seeley

Members reviewed Marsha's plan, made changes, and adopted the attached plan.

4.) Presentation of drafted plan for L/GAC dealing with HRC - W. Koriel Schreivogl

Koriel's proposal is attached.

Due to time constraints, L/GAC only took up Section I - L/GAC members interrelate with HRC members. L/GAC adopted Section I: A. 1 and 4 as priorities. It was decided that to begin with a list of the Commissioners and what they do would be drawn up. Members would make a concerted effort to attend HRC meetings. The rest of the plan will be taken up at the next L/GAC meeting.

5.) New Business

Marty Kashuba reported on the cancellation of the Gay Chorale performance at St. Boniface. L/GAC decided to wait to see what the Gay Chorale decides to do.

\*\*\* m/s/c a letter from L/GAC to Secretary of the Air Force Verne Orr concerning the charges and sentencing of Lt. Joann Newak.



- 2 -

L/GAC talked about hiring someone to make a HRC banner for the booth/table at the Lesbian/Gay Freedom Day Rally. Staff will see about possible funding and an artist.

Black and White Men Together will be invited to a future L/GAC meeting to discuss their report.

- 6.) Informational session discussing the politics of A.I.D.S. in terms of the Lesbian/Gay community Struggles/Strategies and those forces outside the community - Pat Norman and Rick Crane

Pat Norman reported on what the Department of Public Health is doing and Rick Crane related the function of the KS Foundation.

Both Pat and Rick expressed that internalized homophobia and homophobia from the general community poses a significant problem regarding factual representation of A.I.D.S. and funding for research. They see a significant trend to make it a "leper"-like disease. The implications of this was discussed. The medical condition is A.I.D.S. and the disease is homophobia. Portrayal of A.I.D.S. in the media poses a threat, as does personal political agendas.

Some of the work being done now in San Francisco: an A.I.D.S. lobbying group, an A.I.D.S. patient network, media committee on A.I.D.S. to address media, the Gay clubs have A.I.D.S. committees, the Shanti Project, the KS Foundation, the Dept. of Public Health, SF General and UCSF A.I.D.S. units, and special housing are all being organized or have begun.

The letter to Paul Lorch, Editor of the B.A.R., from A.I.D.S. patients and his response as published in the Sentinel was discussed at great length.

\*\*\* m/s/c a letter of support to A.I.D.S. patients with copies to Bob Ross and Paul Lorch.

For the future, an evaluative report on A.I.D.S. to the HRC will be prepared and letters sent nationally.

Tanyan Corman informed L/GAC of what the Gay Right National Lobby is doing in Congress.

- 7.) Evaluation:

L/GAC's new system is working effectively.

- 8.) Calendar Matters

The next meeting of L/GAC will be held on May 26, 1983 at 5:30 p.m. at 33 Gough Street, 1st Floor Auditorium.





## INFORMATION FOR SPEAKERS

The Lesbian/Gay Advisory Committee (L/GAC) of the Human Rights Commission (HRC) of San Francisco focuses on discrimination against Lesbians and Gay men in the areas of employment, housing, and civil rights. The enclosed pamphlet contains information on the work and mandate of the L/GAC and HRC.

I. Meeting

Date: 4th Thursday of each month  
Place: Community College District Headquarters  
33 Gough Street, Auditorium  
Time: 5:30 p.m. to 7:30 p.m.

Verify above with L/GAC staff.

II. L/GAC Typical Agenda

- A. Adoption of Minutes (2 min.)
- B. Commissioner and Staff Reports (15 min.)
- C. Presentations (see section IV)
- D. New Business (60 min. maximum)
- E. Announcements (10 min.)
- F. Evaluation (10 min.)
- G. Calendar Matters (5 min.)

III. Kinds of Presentations

- A. Informational  
The goal of the presentation is to inform, update, educate, or advise the Committee, with no request for action.
- B. Action-oriented  
The goal of the presentation is a request for action based on information presented by the speaker.



## INFORMATION FOR SPEAKERS

-2-

### IV. Presentation Guidelines

- A. Groups/individuals should request time with L/GAC staff at least 14 days before the meeting in order to be included on the agenda. Inform staff of the subject of the presentation and the action requested, if any. (except for issues that do not allow for 14 days' notice, contact L/GAC staff as soon as possible.)
- B. 10 minutes is allowed for each presentation, with an additional 10 minutes for questions and discussion. This time limit may be adjusted at the discretion of the L/GAC.
- C. Whenever possible, informational literature should be given to the L/GAC staff 10 days prior to the meeting to be mailed to Committee members.
- D. Speakers should specify their request(s) for action in their presentations.
- E. The HRC and its committees strive to maintain an objective point of view. Opportunity is made for opposing viewpoints to be considered. Therefore, action may be delayed until other speakers can be scheduled.

### V. Possible Actions by the Committee

The primary responsibility of the L/GAC is to make recommendations to the HRC and serve as a mediating and conciliatory body. Only in rare instances will the Committee act beyond this advisory function.

#### A. Education/Outreach

1. Provide a forum for discussion of a controversial issue.
2. Conduct educational workshops, meetings, etc.
3. Present an issue in a media column.
4. Address respective community "network".
5. Hold public hearings.

#### B. Professional Services

1. Request staff to investigate.
2. Provide technical assistance, information & referral.

#### C. Advocacy

1. Recommend HRC take a positive/action through correspondence, lobbying, resolution.
2. L/GAC take a position/action through correspondence, lobbying, report, or resolution.
3. Publicly advocate.



THE JOURNAL OF THE  
ROYAL ANTHROPOLOGICAL INSTITUTE

Volume 100, Part 1, 2000

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HUMAN RIGHTS COMMISSION  
LESBIAN/GAY ADVISORY COMMITTEE

May 26, 1983

The Agenda for this meeting is missing.



Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Minutes of

JUL 1 1983

Thursday, May 26, 1983SAN FRANCISCO  
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Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.; Barbara Cameron, Ruth Hughes, Marty Kashuba, Jerel McCrary, W. Koriel Schreivogl, Harsha Seeley, and Randy Stallings.

Committee Members Absent: Stan Palomares-Criollos, Barbara Monty, Arthur Morris

Guests: Tom Ammiano and Debra Friedland

Staff Present: Eileen Gillis, Gail Roberts, and Jackie Winnow

The meeting was called to order by Commissioner Richard Sevilla at 5:40 p.m.

1.) Adoption of the Minutes of April 28, 1983

\*\*\* m/s/c adopted as is.

2.) Explanation of Commissioner and Staff Reports

Richard had nothing to report.

Jackie added to her written report that Kevin Gordon informed her that the Task Force and Dignity has met to coordinate strategy concerning the Priest's Senate report due in June; IC is meeting with hospital administrators concerning religious harassment of AIDS patients; B.A.R. reported this is erroneous - and B.A.R. has retracted the statement, BIAIT will be coming to L/GAC next month to discuss their survey on racism in Gay bars; a meeting occurred between the Boston Fair Housing Commission director and deputy director and HRC staff to discuss implementation of their ordinance, specifically as it pertains to sexual orientation, and a news release has been published by the Mayor's Office regarding the corrected information on the crime study on violence as it pertains to anti-Lesbian/Gay violence.

3.) Presentation of drafted plan for L/GAC dealing with HRC - Koriel Schreivogl

A listing prepared by staff was presented giving descriptions of Human Rights Commissioners' backgrounds, and history of their appointments and voting patterns. It was decided to postpone assigning members an individual Commissioner to contact as a liaison until the next meeting.

The practice of Lesbian/Gay Advisory Committee members attending Commission meetings and various Committee meetings, is now being implemented. It is suggested that members attend at least two meetings monthly to integrate themselves into the HRC working process. This new undertaking will be evaluated in a future month. Meeting assignments were also postponed until the next L/GAC meeting.

The rest of Koriel's presentation will be taken up at the next L/GAC meeting.

4.) Presentation of drafted plan for L/GAC dealing with the community - Richard Sevilla

This item was postponed until the next L/GAC meeting.

5.) Update on Lesbian/Gay Speakers Bureau - Tom Ammiano

Tom Ammiano, a representative of the Lesbian/Gay Speakers Bureau, and Lesbian/Gay Teachers updated the Committee on activities of recent interest and concern. Primarily, difficulty has been encountered entering San Francisco middle schools to give educational presentations on Lesbian/Gay lifestyles, the most resistant being the Downtown High School. Mr. Ammiano's purpose in addressing the Committee was to enlist its help in encouraging better accessibility to these campuses.



Other projects of interest include a questionnaire to be distributed to Principals, surveying their attitudes on Lesbian/Gay teachers, students and their attempts to provide information on homosexuality. A publication produced by the Human Rights Foundation demystifying homosexuality was introduced and passed around for review. Its purpose is to provide an informative guide for school personnel to address homosexuality in the classroom.

\* m/s/c A letter be sent to Superintendent Alioto asking him to support the continuance of the Lesbian/Gay Speakers Bureau in San Francisco schools, with particular attention to the middle schools, and to urge the adoption of the Human Rights Foundation publication demystifying homosexuality by the District. A future focus will be on arranging a community meeting with Supervisor Alioto,

It was also \*\*\* m/s/c to send a letter to Principal, Emil Anderson, of the Downtown High School from Gail Roberts inquiring into any resistance he has to allowing the Lesbian/Gay Speakers Bureau to present at his school and urge him to invite them in the near future.

Volunteers for the speakers bureau are needed and are urged to contact Tom.

A final suggestion was proposed to coordinate with the Youth and Education Committee in these efforts.

#### 6.) Funding for the Lyon/Martin Clinic - Debra Friedland

Ms. Friedland addressed the Committee to enlist their support in endorsing the acquisition of better funding for low income Lesbian health care, in particular, there is a pending proposal before the Office of Community Development. A brief outline was given of the history of the Lyon/Martin clinic and a description of the present served population. The clinic suffers from space restriction, limited clinical hours available and the result is that a long waiting list of unserved clients is continual. It is particularly hard for the clinic to acquire funding because the Lesbian population is only recently re-organized as a special needs group, therefore, no ongoing tie had been established with Federal, State, City, and Family Planning monies. Stop-gap funding is needed until these connections are made. In addition, the clinic is anticipating a move on July 1 to a larger facility, closer to the population it serves which will increase fiscal solvency and establish better care for clients. The budgetary stress in this period will be immense.

A brief discussion was held. It was then \*\*\* m/s/c to send a letter from the Human Rights Commission asking for increased support for health care of low income Lesbians, in particular the Lyon-Martin Clinic, which is the only community clinic providing health care specifically to the Lesbian population. The letter is to be addressed to Mayor Feinstein, Dr. Mervyn Silverman, Dept. of Public Health, and Nancy Walker, chair of Health and Human Services Committee.

Issues of concern were raised addressing the lack of Lesbian-sensitive services offered through City employee health plans.

#### 7.) New Business

- Further discussion was held on the process of developing closer relations between L/GAC and the Commissioners.

\*\*\* m/s/c to have staff bring to the next GAC meeting a comprehensive list of HRC regular and committee meetings for the entire year. Assignments will then be divided accordingly.

- Solicitation for new member from the Asian and Pacific population will be further discussed at the next meeting.
- Staffperson Jackie Winnow prepared and presented a comprehensive synopsis and update on the AIDS crises. It was \*\*\* m/s/c to enlist HRC's endorsement of the report and their help in soliciting funding from various City, State and Federal sources for increased research & services. The report will also be distributed widely throughout the community.





- 3 -

8.) Old Business

There was no old business presented.

9.) Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be held on June 23, 1983 at 5:30 p.m. at 33 Gough Street, 1st Floor Auditorium.



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6/23/83

Lesbian/Gay Advisory Committee

DOCUMENTS DEPT.

Meeting

JUN 21 1983

Date: Thursday, June 23, 1983

Time: Begins at 5:30 p.m.

Place: 33 Gough Street, 1st Floor Auditorium  
San Francisco

SAN FRANCISCO  
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Agenda

- 1) Adoption of the Minutes of May 26, 1983 (2 minutes)
- 2) Explanation of Commissioner and Staff reports (15 minutes)
- 3) Presentation of drafted plan for L/GAC dealing with LRC - Koriel Schreivogl (25 minutes)
- 4) Presentation of drafted plan for L/GAC dealing with the Community Richard Sevilla (25 minutes)
- 5) Presentation of drafted plan for L/GAC dealing with City government Arthur Morris (25 minutes)
- 6) New Business/Old Business (15 minutes)
- 7) Announcements (5 minutes)
- 8) Evaluation (5 minutes)
- 9) Calendar Matters (3 minutes)

NOTE: L/GAC Members: If you cannot attend meeting please call Jackie Winnow.

JW:bct



Lesbian/Gay Advisory Committee Meeting

DOCUMENTS DEPT.

minutes

AUG 31 1983

OF

Thursday, June 23, 1983

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Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.; Ruth Hughes, Marty Kashuba, Jerel McGrary, Arthur Morris, Marsha Seeley, Randy Stallings.

Committee Members Absent: Barbara Cameron, Stan Plomares-Criollos, Barbara Monty, W. Koriel Schreivogl.

Staff Present: Eileen Gillis and Jackie Winnow.

- The meeting was called to order by Commissioner Yamakawa at 5:40 p.m.

1.) Adoption of the Minutes of May 26, 1983

\*\*\* M/S/C adopted as is.

2.) Explanation of Commissioner and Staff Reports

Commissioner Yamakawa reported that the AIDS report, letters, recommendations prepared by Jackie Winnow were all approved by ERC. The HRC resolution on AIDS was also adopted as presented.

Jackie added to her written staff report regarding the Lesbian/Gay Freedom Day booth, the OCC positions; and updated L/GAC concerning the second position in the Lesbian/Gay Liaison office pertaining to the budget.

3.) Presentation of drafted plan for L/GAC dealing with City government - Arthur Morris

Arthur Morris gave a report addressing the strategy of L/GAC's interface with City government. He reviewed that ordinances affecting City government are the ones over which HRC has the greatest control, and that areas L/GAC has the greatest influence include City Departments obligation's to City employees, advocating for Lesbian/Gay City workers rights, monitoring important legislation, and reviewing Lesbian/Gay community input in policy setting City Boards, commissions, and other supervisory positions.

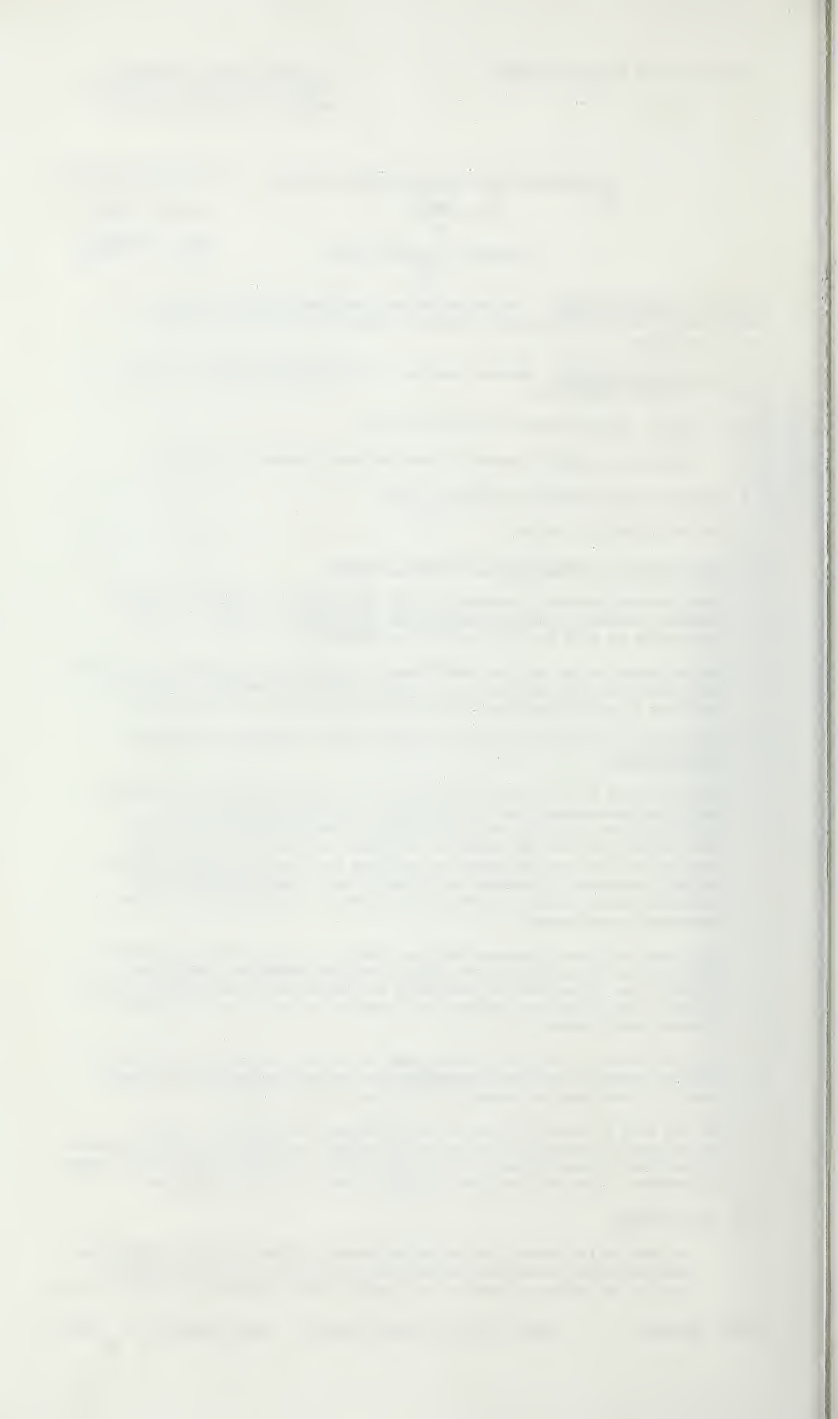
The Committee then discussed various plans to pursue activities directly relating to deeper involvement within the City structure, including organization of sensitivity trainings for Departments, monitoring minutes of Board and Commission meetings and interaction with City employees through local unions.

The conclusion of the presentation was to develop specific guidelines to educate ourselves and call attention to gaps within the City structure where the Lesbian/Gay Community is without representation.

It was then \*\*\* M/S/C to ask the human Rights Commission to include attention to Lesbian/Gay issues and lifestyle information in their planned educational presentations to City Departments addressing affirmative action procedures. This will be done through a memo to Director Mickins.

4.) New Business

- La Casa De Las Madres and Community United Against Violence (CUAV) has received deep recommended budget cuts for FY 83-84 from the Budget Analyst in their application for funding before the Board of Supervisors.



Community support and lobbying is needed to request from the Board, approval of the organizations' entire requested budget.

- In addition, worry over MRC's budget and the new projected position for a Lesbian/Gay Community Specialist was expressed. Lobbying has been requested to be directed to the Finance Committee members: Renee, Molinari, and Kopp.
- The 16 member Citizens Advisory Committee, which reviews proposals to the Office of Community Development for Jobs Bill appropriations, has been disbanded and new appointments will be made by Mayor Feinstein. It was \*\*\*M/S/C that the Lesbian/Gay Advisory Committee write to the Mayor expressing deep concern at the lack of funding provided for Lesbian/Gay services in FY '83 and requesting that attention be given to provide adequate representation from the Lesbian/Gay Community in the appointment of the new members of the Citizens review panel of the Office of Community Development. The letter will also stress the importance of the OCD having Lesbian/Gay employees.
- AB 1, the Lesbian/Gay rights jobs bill, has been approved in the Assembly and is now on the State Senate floor. Lobbying action is needed to support its passage.
- Discussion was held about the recent Article in "California" magazine concerning release of information addressing AIDS. It was \*\*\*M/S/C to send a letter of thank you and support to Pat Norman, Coordinator of Lesbian/Gay Health Services at the Department of Health for her work on the AIDS crisis, and to register the Committee's deep disturbance at recent media attacks directed at her. An additional letter is to be sent to DPH Director Neryn Silverman reiterating the Committee's support for Ms. Norman, and expressing its disturbance at recent efforts aimed at discrediting her performance through the press and other sources.
- Thanks was expressed to Cary Norworthy for her work providing on MRC banner, which was worn by Maude Metheny.
- Jerel McCrary gave a brief update on legislative and judicial activities resulting from a recent court case brought against the War Memorial and Performing Arts Board of employment discrimination due to sexual orientation. Future actions concerning the San Francisco Lesbian/Gay rights ordinance will be monitored.
- A brief evaluation was held.

#### Old Business

There was no old business presented.

#### Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be held on July 26, 1983 at 5:30 p.m. at 33 Gough Street, 1st Floor Auditorium.





City and County of San Francisco



Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution

July 19, 1983

\*\*\*NOTICE\*\*\*

The LESBIAN/GAY ADVISORY COMMITTEE of the Human Rights Commission will not be holding a general monthly committee during the month of July.

If you have questions, please call Jackie Winnow at 558-4901.

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JUL 27 1983

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LESBIAN/GAY ADVISORY COMMITTEE

Meeting

DOCUMENTS DEPT.

Date: August 25, 1983

AUG 29 1983

Time: 5.30 p.m.

SAN FRANCISCO  
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Place: 33 Gough Street, 1st Floor Auditorium  
San Francisco

AGENDA

- 1.) Adoption of the Minutes of June 23, 1983 Meeting (2 min.)
- 2.) Commissioner and Staff Up-date Report (10 min.)
- 3.) Black and White Men Together's Report on Racism in Gay Bars - (25 min.)  
Mark Smith, Task Force on Racism in Gay and Lesbian Community.
- 4.) Finish Koriel's plan for dealing with MRC (25 min.)
- 5.) L/GAC Relations with L/G Community - Proposed Plan - (5 min.)  
Richard Sevilla - (Presentation of typed article with  
discussion carried over until next meeting)
- 6.) Discussion and evaluation of A.I.D.S. Community Forum - (20 min.)  
Presented by L/GAC
- 7.) New Business/Old Business (20 min.)
- 8.) Evaluation (5 min.)
- 9.) Calendar Matters ( 3 min.)
- 10.) Adjournment

L/GAC Members: If you cannot attend the meeting or if you have any questions,  
please contact Eileen Gillis or Jackie Winnow.

EG:bct  
8-16-83



Lesbian/Gay Advisory Committee MeetingMinutes

of

Thursday, August 25, 1983

DOCUMENTS DEPT.

OCT 3 1983

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Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.;  
Ruth Hughes, Patty Kashuba, U. Koriel Schreivogl.

Committee Members Absent: Barbara Cameron, Stan Plomares-Criollos, Jerel McCrary,  
Barbara Monty (on leave), Marsha Seeley, and Randy Stallings.

Guest: Mike Smith of Task Force on Racism in the Gay and Lesbian Community.

Community Members: Clover Campbell, Dion D. Sanders, A. Billy S. Jones, and  
Tom Moran.

Staff Present: Eileen Gillis, Gail Roberts, and Jackie Winnow. Volunteer-Gob  
Dunwors

The meeting was called to order by Commissioner Yamakawa at 5:40 p.m.

1.) Adoption of the Minutes of June 23, 1983

\*\*\* m/s/c adopted as is.

2.) Commissioner and Staff Report

- Commissioner's Report:

Commissioner Sevilla reported that communication had been received by Director Mickins from Wilbur Hamilton, Director of the Redevelopment Agency, concerning HRC's investigation into the Redevelopment Agency's hearings on the sale of land to Glad Tidings Temple. The findings have been passed on to the Redevelopment Agency Commission, with Mr. Hamilton's concurrence with Director Mickins' findings. The letter also confirmed that the Redevelopment Agency is now under HRC's anti-discrimination jurisdiction.

Responses were received to the letters sent concerning AB1, A.I.D.S. funding, the Lesbian/Gay Speakers Bureaus in S.F. Unified Schools, and to the Mayor on Lesbians and Gay Men's participation in membership on the Citizens Advisory Committee of the Office of Community Development. The HRC received communication concerning the issues of Bilingual Ballots and human rights in Manila.

The report on L/GAC relations with L/G Community - Proposed Plan - had been typed and was handed out to members. Discussion was carried over until the next session.

Staff Report:

Jackie Winnow reported that her month long vacation had been a good one and commended Eileen Gillis on her fine work during that time. She handed out the AIDS report. If staff has enough assistance, an AIDS project coordinating discrimination incidents may be pursued. She reported on an AIDS and youth forum; on CHR's new executive committee; the Jobs, Peace, and Freedom March on August 27; the DA's case regarding the Lesbian/Gay Freedom Day; and that she and Eileen were taking a course in employment discrimination.



Eileen Gillis reported that a Women's Street Fair would be held on September 4. She also informed L/GAC that the Michael Raines case against the S. F. War Memorial Board of Trustees will be re-opened in the courts. It is the first civil suit testing the Gay Rights Ordinance. The suit is being pursued by Attorneys Matt Coles and Gary Dunlap and is in great need of funding and support. L/GAC agreed to discuss, at a later time, a possible fundraiser.

3.) Black and White Men Together's Report on Racism in Gay Bars - Mike Smith, Task Force on Racism in the Gay and Lesbian Community.

Mike Smith began by stating that his purpose in presenting before the L/GAC was to involve the Committee directly in the next stage of his organization's efforts to address and eliminate racism in the hiring and employment of Gay men and Lesbian in community bars and taverns.

As a result of a report of the employment discrimination project of B & WMT, the organization has developed a plan to eliminate disparate hiring. The report revealed massive racial employment discrimination in Lesbian/Gay Bars in San Francisco.

The first steps of this plan to eliminate employment discrimination was to notify owners of the 99 bars in San Francisco, through local media, of the results of the report and to ask their compliance in eliminating this practice. The bars were contacted twice. There was no measurable reaction from the Gay 'establishment' (as seen in a survey taken eight months later).

The results of both surveys were taken to the Tavern Guild where BMIT-SF appealed to them to join forces in addressing the issue. There was no response from the group. Recommendations were developed and the Guild was approached a total of three times. These goals and remedies are: 1) For establishments to publicize job openings at places of business and in local media in order to avoid the old boy/girl network in hiring. 2) Voluntary implementation of an affirmative action plan. 3) A commitment made by the bars to voluntarily fill the next employee opening with a 3rd World applicant. 4) To keep BMIT-SF informed of the businesses progress in implementing affirmative action goals. 5) To develop anti-discrimination policies which will direct future employment in Lesbian/Gay bars in San Francisco.

BMIT-SF requested L/GAC's direct help in the next step of their efforts to more directly address and change the discrimination they have documented by having the Human Rights Commission hold public hearings on discrimination in employment in bars within the Lesbian and Gay community in San Francisco. Hearings were recommended specifically, rather than a forum, because HRC would then be charged with the task of attempting to ameliorate the discriminating practice.

It was then \*\*\* m/s/c to request the Human Rights Commission to sponsor public hearings on discrimination patterns within bars in the Lesbian/Gay Community. After the public hearings, amelioration of the problem will be vigorously attempted by L/GAC and HRC.

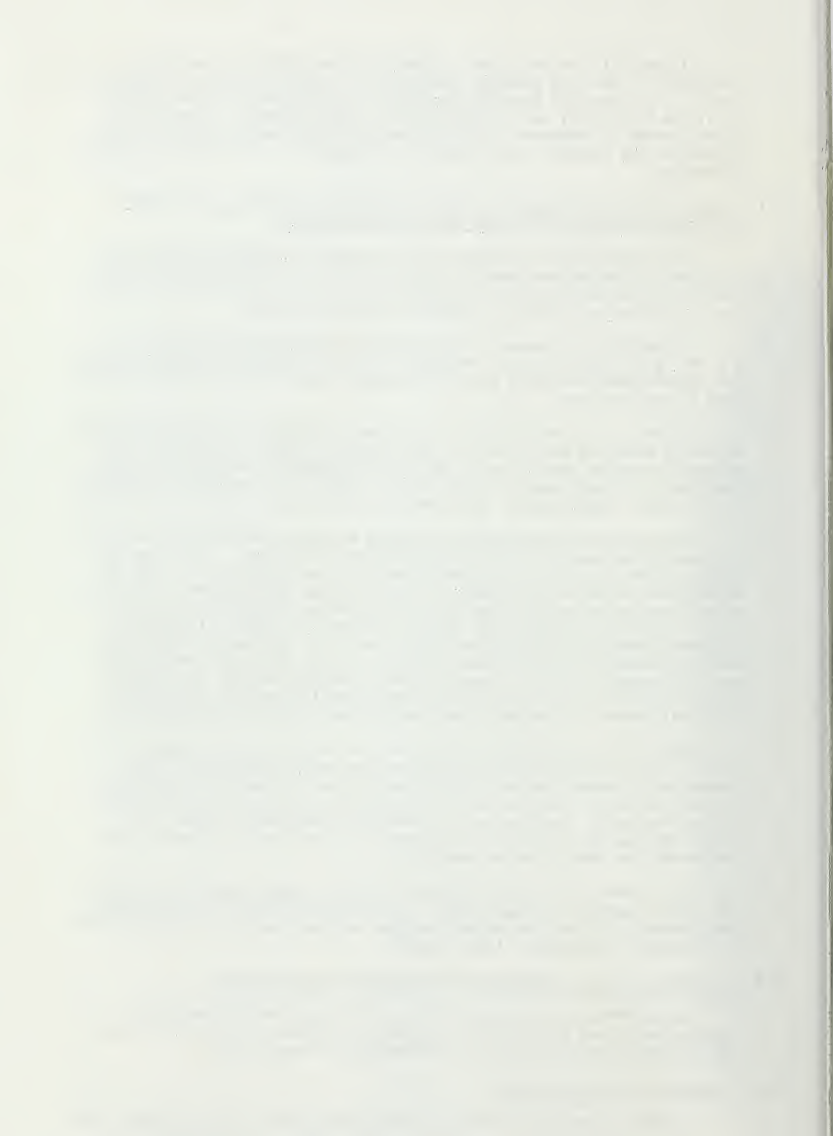
4.) Approval of leave of absence and resignation of L/GAC Member.

It was \*\*\* m/s/c to approve a leave of absence until January for Barbara Monty, and to accept the resignation of Arthur Morris. He is leaving to attend graduate school in Philadelphia, Pennsylvania.

5.) Evaluation of A.I.D.S. Forum

A brief evaluation of the L/GAC sponsored A.I.D.S. Forum was held. The work of the Committee was commended, and discussion given to plans of reviewing the tape of the proceedings and production of a written report.





Lesbian/Gay Advisory Committee  
Meeting of August 25, 1993

- 3 -

6.) New Business/Old Business.

- It was recommended that a process to monitor open positions on City Commissions and Committees be developed, and referrals from the Lesbian/Gay Community be continually made to fill these vacancies.
- There was no Old Business presented.

7.) Calendar Matters.

The next meeting of the Lesbian/Gay Advisory Committee will be held on September 22, 1993 at 5:30 p.m. at 33 Gough Street, 1st Floor Auditorium.

# THE HISTORY OF THE CITY OF BOSTON

FROM THE FIRST SETTLEMENT  
TO THE PRESENT TIME  
BY  
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LESBIAN/GAY ADVISORY COMMITTEE

Date: September 22, 1983  
Time: 5:30 p.m.  
Place: 33 Gough Street, 1st Floor  
Auditorium S.F.

DOCUMENTS DEPT.

SEP 21 1983

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AGENDA

- 1) Approval of Minutes of August 25, 1983 (3 min.)
- 2) Commissioner and staff Reports (10 min.)
- 3) Merle Woo Defense Committee - (20 min.)  
Lisa Loutzenheiser
- 4) Finish L/GAC/HRC interfacing plan- (15 min.)  
W. Koriell Schereivogl
- 5) L/GAC/Community interfacing plan - Richard Sevilla (20 min.)
- 6) Public Hearing on Racism in Gay Employment Practices - What Next? (10 min.)
- 7) AIDS Forum Follow-up (5 min)
- 8) New Membership (10 min)
- 9) New Business/old Business (15 min.)
- 10) Announcements (5 min.)
- 11) Evaluation (5 min.)
- 12) Calendar Matters 2 min.)
- 13) Adjournment

L/CAC Members: If you cannot attend the Meeting or if you have any questions,  
please contact Jackie Winnow.

This meeting is open to the public. Public comment may be heard at  
the discretion of the chair.

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Lesbian/Gay Advisory Committee Meeting

DOCUMENTS DEPT.

Minutes

NOV 2 1983

Of

Thursday, September 22, 1983SAN FRANCISCO  
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Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.; Ruth Hughes, Marty Kashuba, Stan Palomares - Criollos, W. Koriel Schreivogl, Marsha Sealey.

Committee Members Absent: Barbara Cameron, Jerel McCrary, Barbara Monty (on leave), and Randy Stallings.

Guests: Robert Allen, William Andrews, Steven McCullough.

Staff Present: Eileen Gillis, Gail Roberts and Jackie Winnow. Intern - Bob Duwors.

- The meeting was called to order by Commissioner Sevilla at 5:40 p.m.

1) Adoption of the Minutes of August 25, 1983

\*\*\*m/s/c adopted as is.

2) Commissioner and Staff Reports

- Commissioner's Report:

Commissioner Sevilla reported that the Human Rights Commission has agreed to hold public hearings on the issue of discriminatory employment and hiring practices, based on race, taking place in Lesbian/Gay community business (see further under #6).

A complaint has also come to the Commissioner's attention regarding the showing by the Police of a video of the "White Night Riots" at an Ingleside District Community meeting, which was held to discuss issues of crime and similar community based problems.

It was then \*\*\*m/s/c to contact Chief Con Murphy to ascertain how many copies exist of the film, the purposes for which it is used, and to express the Lesbian/Gay Advisory Committee's discomfort with its usage at the Community Meeting.

In addition to her written report, staff person Jackie Winnow, reported that the October and November L/GAC meetings will be held in Room 509 of HRC at 1095 Market Street, and the December meeting will be held at the Main Library, Commission Room. Space is being sought for future meetings.

The Agenda item concerning the Merle Woo Defense Committee representative will be carried over to the October L/GAC meeting.

3) L/GAC - HRC Interfacing Plan-W. Koriel Schreivogl

Koriel presented the final portion of his plan describing the ways the L/GAC interfaces with the entire Human Rights Commission. Various plans to keep the Commission informed and educated on issues involving Lesbian and Gay concerns were outlined, and improvements on the present system discussed.

\*\*\*m/s/c to request Director Mickins to advise L/GAC in surveying Commissioner's educational needs on issues of concern. Areas of focus would include sexism, homophobia, racism, anti-semitism, and human sexuality. Director Mickins would then be requested to assist the committee in strategizing and implementing trainings on these issues.

4) L/GAC/Community Interfacing Plan - Richard Sevilla

A review was conducted of the written plan submitted by Commissioner Sevilla



regarding L/GAC's interworkings with the Lesbian/Gay Community. Important areas were highlighted and included L/GAC's relationship with the media and the committee's liaison role with community organizations. Lines of communication to be implemented in times of community crisis were also outlined and will be further refined in the near future. An important item to be reviewed at the February meeting is the planning of a series of community outreach articles educating Lesbians and Gays on employment discrimination and their rights.

It was also \*\*\* m/s/c to contact both Community United Against Violence (CUAV), the Commission on the Status of Women (COSW), and a Lesbian/Gay Community organization in Kansas City, MO., for information to guide L/GAC in their efforts to develop outreach to the Lesbian/Gay Community through the S.F. Muni system by placing ads.

The need for a video Public Service Announcement (PSA) was also brought up and it was \*\*\* m/s/c to develop one within the next half year.

5) New Business/Old Business

- William Andrews, Steven Mc Cullough, and Robert Allen, producers, briefly addressed the committee on a documentary film project exploring the issues surrounding Acquired Immune Deficiency Syndrome (A.I.D.S.). Their purpose in coming before L/GAC was to solicit endorsement of the concept of the project, in their efforts to secure funding from government and private sources.

After questioning by members of the committee it was \*\*\* m/s/c to defer a decision concerning endorsement of this item until receiving from the producers further documentation regarding the project, including:

1) resumes of individuals involved, including past film experience, 2) projected budget, 3) time line, 4) letters of support and endorsement, and 5) projected avenues of dissemination and distribution of the product.

- \*\*\* m/s/c to request the Human Rights Commission to endorse a letter to James Watt, Interior Secretary protesting his statement that he was being advised on a mining issue by "every kind of mixture, I have a black, I have a woman, two Jews and a cripple", as inappropriate and ignorantly archaic.

- There was no Old Business presented.

6) Public Hearing on Employment Hiring Practices of Lesbian/Gay Business specifically regarding Race, Color, National Origin, and Ethnicity.

Staff person Jackie Winnow updated the committee on the progress in planning the public hearings. A site and a time has been chosen. They will be held in the evening of Monday, November 7 and 21, from 5:30 to 9:00, at the State Building, 350 McAllister Street, Room 1194. The building is wheelchair accessible and child-care and sign language interpretation will be available.

Various issues involved in the planning were discussed. These included: decisions regarding what groups and areas to refine and focus inquiry towards; the planning of outreach to media; soliciting private testimony from the Community and employers; and acquisition of employee workforce breakdown figures. It was decided, because it is unfeasible to include all Lesbian/Gay owned businesses in the actual hearings, to focus on those businesses who, as a part of their services, provide an arena for social interaction. For example, bars, restaurants, gyms, Lesbian/Gay owned banks, etc.. These are both owned by Lesbians and Gays and serve a function for the homosexual community. However, invitations will also be made to other Lesbian/Gay-owned businesses so as not to be exclusive.

The discussion concluded with the arrangement of a smaller planning meeting, to be held in the near future.

7) AIDS Forum Follow-up

Richard Sevilla's staff will be transcribing the tapes. More discussion will occur once the transcription is finished.





Lesbian/Gay Advisory Committee Meeting  
Minutes of Thursday, September 22, 1983  
Page 3.  
October 5, 1983

8) Membership

- It was requested that a survey be made of attendance of L/GAC members and inquiry made into individual members commitment before under taking outreach efforts to fill presently empty positions.

9) Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be held on Thursday October 27, 1983 at 5:30 p.m. at 1095 Market Street, (7th and Market) Room 509.

- 10) The Meeting was adjourned at 8:00 p.m.

ES/ltn

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DEPARTMENT OF CHEMISTRY  
5301 S. DICKINSON DRIVE  
CHICAGO, ILL. 60637

TO THE HONORABLE CHAIRMAN  
OF THE COMMITTEE ON THE  
ADMINISTRATION OF THE  
UNIVERSITY OF CHICAGO

DEAR SIR:

I have the honor to acknowledge the receipt of your letter of the 10th inst. regarding the proposed appointment of a new member to the Department of Chemistry.

I am, Sir, very respectfully,

Yours very truly,  
[Signature]

Very truly yours,  
[Signature]

SF  
H80.45  
\*1  
10/27/83

LESBIAN/GAY ADVISORY COMMITTEE

DOCUMENT NO. 1

Date: October 27, 1983

OCT 25 1983

Time: 5:30 p.m.

SAN FRANCISCO

Place: Human Rights Commission Offices  
1095 Market Street, Room 509  
San Francisco, CA 94103

AGENDA

- 1.) Approval of Minutes of September 22, 1983 (3 min.)
- 2.) Commissioner and Staff Reports (10 min.)
- 3.) Sexual Orientation Complaint Report Fiscal Year 1982-1983  
Eileen Gillis (10 min.)
- 4.) Public Hearings on Lesbian/Gay Business Practices (35 min.)
- 5.) L/GAC Membership (25 min.)
- 6.) Finish L/GAC/MRC interfacing plan - W. Koriel Schreivogl (15 min.)
- 7.) New/Old Business (15 min.)
- 8.) Evaluation (5 min.)
- 9.) Calendar Matters (2 min.)
- 10.) Adjournment

Note: The front door to the building usually is locked by 6:00 to 6:30  
so please come on time.

L/GAC Members: If you cannot attend the Meeting or if you have any questions,  
please contact Jackie Winnow.

This meeting is open to the public. Public comment may be heard at the  
discretion of the Chair.

JW:bct



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#2  
10/27/83

Lesbian/Gay Advisory Committee Meeting

DOCUMENTS DEPT.

Minutes

NOV 22 1983

of

SAN FRANCISCO  
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Thursday, October 27, 1983

\*\*\*\*\*  
\* Next L/GAC Meeting  
\* Thursday, November 10  
\* 5:30 - 7:30 P.M.  
\* 1095 ~~Market~~ St.  
\* Room 509 *market*  
\* San Francisco  
\* \*\*\*\*\*

Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.;  
Ruth Hughes, Marty Kashuba, Stan Palomares-Criollos, Marsha Seeley.

Committee Members Absent: Barbara Cameron, Jerel McCrary, Barbara Monty (on leave),  
and W. Koriel Schreivogl.

Guests: Tom Horan and Billy Jones.

Staff Present: Eileen Gillis, Gail Roberts and Jackie Winnow. Interns - Bob Duwors  
and Maria Santiago.

- The meeting was called to order by Commissioner Sevilla at 5:40 P.M.

1). Adoption of the Minutes of September 22, 1983

\*\*\* m/s/c adopted as is.

2). Commissioner and Staff Reports

Commissioner Sevilla updated the committee on the issue regarding the showing, by the Police, of a video "White Night Riots", at an Ingleside District Community meeting. A response letter has been received from Lt. Tim Thorsen and a response is still awaited from Chief Cornelius Murphy. The item will be carried over until the November L/GAC meeting.

Staffperson Jackie Winnow reported that the majority of her work this month has been devoted to the public hearings and that this topic would be expanded upon later in the agenda. She also reported that Koriel was ill and that Randy Stallings had resigned from L/GAC.

3). Sexual Orientation Complaint Report  
Fiscal Year 1982-1983 - Eileen Gillis

Eileen Gillis presented the FY 82-83 annual complaint report. Apart from the written material received by the committee, obvious trends were noted.

Primarily, over the past years the complaint load has increased so dramatically that to do outreach, other than that done to selected minority communities, would invite a case load larger than staff could adequately and thoroughly process.

As a result of the addition of a full-time staff person handling only complaints, the process has been aided greatly. Some of the noted results, to date included negotiating \$2,100 for an employee of a local bank and \$640 severance pay for an individual employed by an office supply company. A third person has been rehired in her position as a mental health counselor.



- 2 -

The number of complaints received had increased over time from 62 in FY 81-82, 73 in FY 82-83, to what projects out to be 104 in FY 83-84 (if the quarterly trend of received complaints continues). The amount of time taken to close a complaint has decreased, from the Management by Objective (MBO) target of 90 days to 15 days (due to one person working solely on complaints.)

Ongoing special outreach to the women's community has resulted in an increase of reported complaints received from women from 10% in the first quarter of FY 82-83 to 38% in the same quarter of this year. Continued outreach needs to be made to minorities within the Lesbian/Gay community.

Many of the cases received have had, as their central issue, the employer's fears of A.I.D.S., the recent illness striking members of the gay community. These cases were described in more depth in order to inform the committee of the issues staff have been brought by the community.

It was then \*\*\* m/s/c to send a note of commendation to staff regarding work done on sexual orientation complaints.

Marsha Seeley then volunteered to expand upon the printed report to prepare an informative article for the local Lesbian/Gay media.

#### 4). Public Hearings on Lesbian/Gay Business Practices - Jackie Winnow

Jackie Winnow reported on the large amount of preparation that has been done for the upcoming public hearings on employment and hiring practices of Lesbian/Gay businesses, specifically regarding race, color, national origin and ethnicity.

The report on the proposed hearings has been given to the commissioners at their regular meeting and it has been explained to them that the targeted population are profit businesses that serve social functions in the Lesbian/Gay community. A sampling of other businesses is also included.

Invitations to businesses have been sent out urging their participation and included in the letter is a survey form for them to submit with information on the breakdown of the workforce according to a minority background status. Responses have begun to be received. Organizations and individuals who may have experienced discrimination or who may have information regarding the issue have also been involved. All publicity outreach to media has been done as has been a myriad of coordinated efforts.

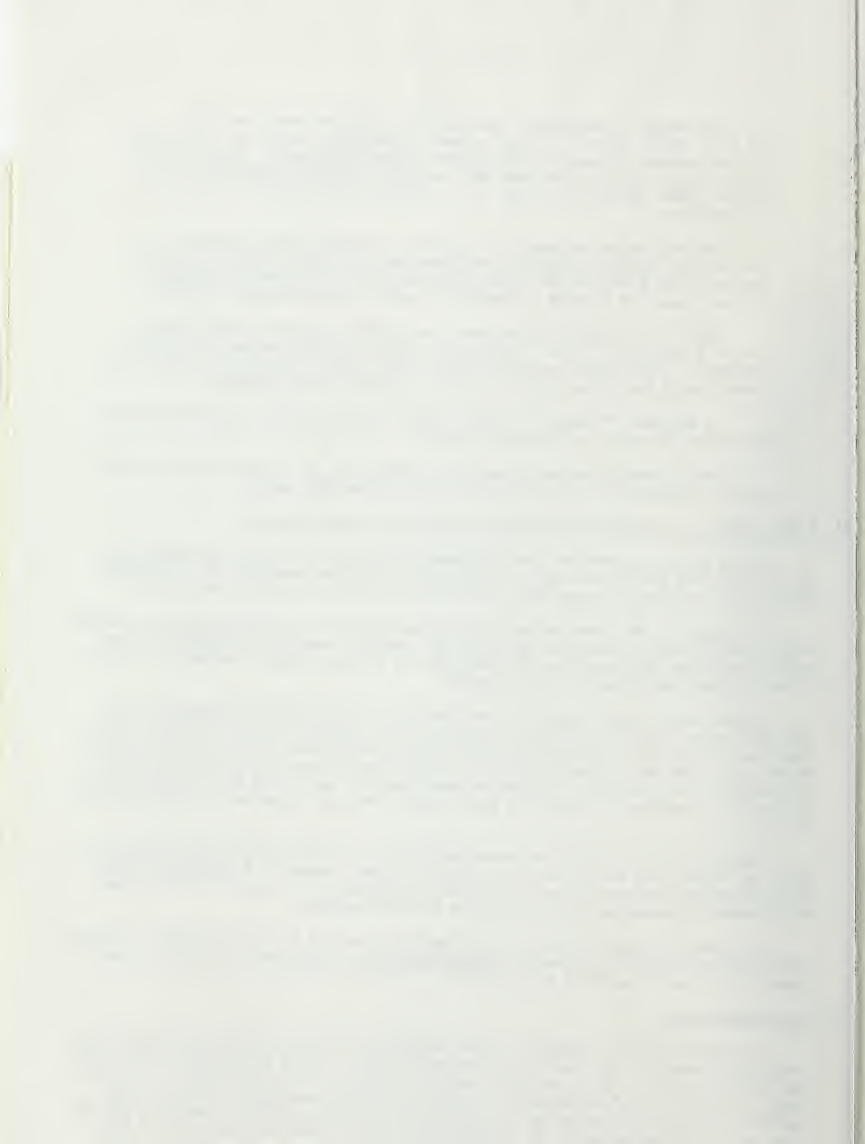
Meetings were held with the Tavern Guild and the Golden Gate Business Association, to inform them on the hearings and enlist their support. A Halloween Lunch Potluck meeting has been planned, for third world/people of color, by Billy Jones, as a community sponsored event to prepare for the hearings.

The committee then continued discussion and planning for the hearings, including specifics on availability times to monitor wheelchair accessibility entrances and support in other preparatory activities.

#### 5). L/GAC Membership

Discussion was held regarding L/GAC membership, absences at meetings and attendance requirements. The previous policy was reviewed, which states that members are not to miss more than three meetings yearly or three consecutive meetings. It was then \*\*\* m/s/c to inform members who have missed three meeting or more that the current policy is maintained and that they are suspended from the committee, but if they wish to be reconsidered for membership, they may appeal this decision at the next L/GAC meeting.





- 3 -

A brief discussion was held concerning meeting times and the selection of new members and it was \*\*\* m/s/c for members and staff to begin the planning process for member selection at the December meeting. The actual selection process will be held in January and continue through February, with the goal that selection and installation of new members will be made by the March meeting.

6). Evaluation

A brief evaluation of the meeting was held by members and staff.

7). Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be held on Thursday, November 10, 1983, at 5:30 p.m. at 1095 Market Street, (7th and Market) Room 509.

8). The meeting was adjourned at 7:30 p.m.





SF

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# 1

LESBIAN/GAY ADVISORY COMMITTEE

11/10/83

MEETING

Date: November 10, 1983

Time: 5:30 p.m.

Place: HRC offices, Room 509  
1095 Market Street, S.F.

DOCUMENTS DEPT.

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AGENDA

- 1.) Approval of Minutes of October 27, 1983 (3 minutes)
- 2.) Commissioner and Staff Reports (10 minutes)
- 3.) Public Hearings on Lesbian/Gay Business Practices -  
A discussion of 11/7 hearing and strategizing for  
11/21 hearing (75 minutes)
- 4.) Finish L/GAC/HRC Interfacing Plan - W. Koriel Schreivogl (15 minutes)
- 5.) New Business/Old Business (10 minutes)
- 6.) Evaluation (5 minutes)
- 7.) Calendar Matters (2 minutes)
- 8.) Adjournment

Note: The front door to the building is usually locked by 6:00 to 6:30 p.m.  
so please come on time.

L/GAC Members: If you cannot attend the meeting or if you have any questions,  
please contact Jackie Winnow

This meeting is open to the public. Public comment may be heard at the  
discretion of the Chair.

JW:jw



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#2

11/10/83

Lesbian/Gay Advisory Committee Meeting

Minutes

of

Thursday, November 10, 1983

DOCUMENTS DEPT.

DEC 30 1983

SAN FRANCISCO  
PUBLIC LIBRARY

\*\*\*\*\*  
Next L/GAC Meeting  
Thursday, December 22, 1983  
5:30 - 7:30 P.M.  
Commission Room (3rd floor) Main Library  
Civic Center  
\*\*\*\*\*

Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.;  
Barbara Cameron, Ruth Hughes, Marty Kashuba, Marsha Seeley

Committee Members Absent: Jerel McCrary, Barbara Monty (on leave), W. Koriel  
Schreibvogt

Guests: Tom Horan and Billy Jones

Staff Present: Eileen Gillis, Gail Roberts and Jackie Winnow. Interns-Bob Duwors  
and Maria Santiago. Volunteer-Ted Robinson

- The meeting was called to order by Commissioner Yamakawa at 5:40 p.m.

1). Adoption of the Minutes of September 22, 1983

\*\*\* m/s/c adopted with the change made to alter the meeting place address  
from 1095 McAllister St. to 1095 Market St.

2). Commissioner and Staff Reports

Staffperson Jackie Winnow reported that the majority of her work this month continued to be devoted to the public hearings, a topic which will be expanded upon later in the agenda. Stan Palomares-Criollos has resigned from the committee and his letter of withdrawal was passed to committee members. A yearly report on the status of sexual orientation complaints was given by staffperson Eileen Gillis to the Employment Committee of the Human Rights Commission. An apology has been received from the Sentinel regarding a misquote in its October 27, 1983 issue alleging a statement was made by Commissioner Sevilla that he "... believes it to be the case (that discrimination is more prevalent within the lesbian/gay community than in the city at large)." Commissioner Sevilla actually stated that it is not the case that it is more virulent, among lesbian/gays, just that this community has taken up the opportunity to address it directly by asking HRC to hold public hearings on employment and hiring practices within its businesses.

Jackie finished her report by stating that the Coalition for Human Rights (CHR) will be taking up the issue of funding given to the lesbian/gay community by United Way, Hotel Tax Fund, OCD, and other funding organizations and agencies.

Commissioner Yamakawa gave a brief update on the appeals hearing on the ongoing Double-O Trucking Company dispute.

Contract No. 1000

THIS AGREEMENT is made this 1st day of January 1900 between the said [Name] of the one part and the said [Name] of the other part.



Whereas the said [Name] has agreed to build for the said [Name] a building of the following description, to wit: [Description of building]

And whereas the said [Name] has agreed to pay to the said [Name] the sum of [Amount] for the building of the said building.

Now know all men by these presents, that the said [Name] has granted unto the said [Name] full power, sole privilege and authority, that the said [Name] should and lawfully might, during the term of years therein expressed, use, exercise and vend, within the limits therein expressed, all such new inventions, discoveries and improvements, as should and lawfully might be invented, discovered and improved by the said [Name] or by any person or persons lawfully by him or them in that behalf authorized.

And the said [Name] has granted unto the said [Name] full power, sole privilege and authority, that the said [Name] should and lawfully might, during the term of years therein expressed, use, exercise and vend, within the limits therein expressed, all such new inventions, discoveries and improvements, as should and lawfully might be invented, discovered and improved by the said [Name] or by any person or persons lawfully by him or them in that behalf authorized.

IN WITNESS WHEREOF, the said [Name] has hereunto set his hand and seal, and the said [Name] has hereunto set his hand and seal, the day and date first above written.

3). Public Hearings on Lesbian/Gay Business Practices - A discussion of 11/7 hearing and strategizing for 11/21 hearing.

Staffperson Jackie Winnow reported that the hearings went well and received wide representation from the Lesbian and Gay community, in both the testimony given from organizations and individuals, as well as audience attendance. Testimony was received from the Tavern Guild, Golden Gate Business Association, individuals who have experienced discrimination in hiring, a bar owner, etc. Suggestions of ways to change unfair hiring practices are already being made and considered. For example: the creation within an umbrella organization of an available applicant pool of minority bar and restaurant workers that would be readily available to bar and restaurant owners to choose individuals for openings that come up quickly and need to be filled immediately.

Surveying of bars and businesses is continuing in order to get a better statistical base on which to evaluate local employment practices. Both the Tavern Guild and Golden Gate Business Association have agreed to include workforce surveys developed by HRC staff in their next newsletter mailing.

Local media articles were passed around and discussed to evaluate coverage given. Consideration then moved to planning the public hearings to be held on the 21st, which will focus on lesbian/gay owned general businesses, bathhouses, gyms, etc. A list of those wishing to testify is being developed.

Consideration then turned to the development of a task force which would design working recommendations from the public hearings for the Human Rights Commission's approval and implementation.

It was then \*\* m/s/c that members of HRC, L/GAC and Staff form a committee charged with the task of issuing recommendations for action to HRC no later than March 30, 1983.

Those who volunteered to be on the committee to develop the recommendations are: Commissioners Yamakawa and Sevilla, Ruth Hughes, Marsha Seeley, Ted Robinson, Maria Santiago, Jackie Winnow, Eileen Gillis, and Bob Duwors. Additional HRC Commissioners may be added.

4). New Business/Old Business

No response has been received from the Police Commissioner regarding the showing of the video on the "White Night" riots at local town meetings. If no response is received by the next L/GAC meeting, it will be taken up on the agenda.

It was \*\*\* m/s/c to accept the request by Barbara Cameron for reappointment to L/GAC.

Attendance policy will be taken up as a topic of discussion at the next meeting.

5). Evaluation

A brief evaluation of the meeting was held by members and staff.

6). Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be held on Thursday, December 22, 1983, at 5:30 p.m. at the Commission Room of the Main Library.

7). The meeting was adjourned at 8:00 p.m.





City and County of San Francisco

Human Rights Commission  
Office of Contract Compliance  
Office of Dispute Resolution



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DEC 20 1983

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Lesbian/Gay Advisory Committee

Meeting

Date: December 22, 1983

Time: 5:30 p.m. - 7:30

Place: Commission Room, Third Floor  
Main Library, Civic Center, S.F.

AGENDA

- 1) Approval of November 10, 1983 Minutes (3 Minutes)
- 2) Events of January 6, 1984 - the day Dan White is released from prison - Donald Montwell (20 Minutes)
- 3) Commissioner and Staff Reports (10 Minutes)
- 4) Attendance - Policy Setting (20 Minutes)
- 5) New Membership (30 Minutes)
- 6) Public Hearing (20 Minutes)
- 7) New Business/Old Business (10 Minutes)
- 8) Evaluation (5 Minutes)
- 9) Calendar Matters (2 Minutes)
- 10) Adjournment

Note for L/GAC Members: If you cannot attend the Meeting or if you have any questions, please contact Jackie Winnow.

This meeting is open to the public. Public comment may be heard at the discretion of the Chair.

JW:bct  
12-13-83



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H50.45  
# 2  
2/22/83Lesbian/Gay Advisory Committee MeetingMinutes

of

Thursday, December 22, 1983

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*****
Next L/GAC Meeting
Tuesday, January 17, 1984
5:30 - 7:30 P.M.
State Building, Room 1200
350 McAllister Street, Civic Center
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Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr;  
Barbara Cameron, Ruth Hughes, Marty Kashuba, Marsha Seeley

Committee Members Absent: Barbara Monty(on leave) and W. Koriel Schreivogl(on  
Leave)

Staff Present: Jackie Winnow, Intern-Maria Santiago

- The meeting was called to order by Commissioner Yamakawa at 5:30 p.m.

1) Adoption of the Minutes of November 10, 1983

\*\*\* m/s/c Minutes adopted as is

2) Commissioner and Staff Reports

After Jackie Winnow's staff report, it was:

\*\*\* m/s/c Leave of absence granted to W. Koriel Schreivogl for 6 months.  
If he needs more time, the Committee will consider it at the end of  
6 months.

\*\*\* m/s/c To request the Social Issues/Police Liaison Committee look into  
the office Civilian Complaints, particularly regarding the intake form  
used. If the SI/PL Committee does not pursue, then L/GAC will.

The "homosexual panic defense" issue will be included on next month's  
L/GAC agenda.

Commissioner Yamakawa reported that the Lesbian/Gay Liaison Office Complaint  
Report was approved and was sent to the Mayor's Office.

In January, Phyllis Lyon's term as Chair will end and a new chair will be  
elected. Commissioners will also be assigned to various committees and commit-  
tee chairs may change.

3) Events of January 6, 1984

Due to Donald Montwell coming late and having to leave early, Jackie re-  
ported that a noon rally at Union Square is planned, with a 1:00-1:15 p.m. work  
stoppage. At 8:00 p.m. there will be a rally with speakers and entertainment at  
Castro and 18th Streets.

4) Attendance

The present attendance policy was re-evaluated. The official attendance  
policy remained as is with the exception of #2 which was **changed**. The following  
is L/GAC's attendance policy:



- 2 -

- 1) If a member accumulates 3 consecutive absences for any reason, that person is no longer a member of the L/GAC.
- 2) Because your attendance is needed, you are asked to notify the Commission office prior to 5:00 p.m. on the meeting day if you cannot attend that evening's meeting. If you fail to do this, three times during a term year (March to March), you will be asked to resign.
- 3) Leaves of absences are granted by Committee vote, but not encouraged and not for more than six months maximum.
- 4) In all instances, a person can appeal to the Committee.

5) New Membership

There was much discussion regarding the size of the committee, and who to target for priority. It was decided that more representation from third world, men, elders, youth, disabled, and business people were needed.

The appointment period begins in March and new members were asked to make a 1 year commitment. A fact sheet will be sent out on the rules of the committee to those people who apply.

A massive outreach will be done in January and part of February for new members. Letters of invitation and news releases will be sent in January. Resumes will be accepted until February 13, 1984. Then there will be two weeks for interviews and decision making. Selection will be made by March 1 and appointments made by the Commission Chair in March.

\*\*\* m/s/c - To target 15 people for total membership L/GAC.

\*\*\* m/s/c - Interview committee will consist of 1 commissioner (Richard Sevilla), 1 staff person (Jackie Winnow) and 1 committee member (decided at next meeting).

6) Public Hearing

The transcripts have been completed. The Lesbian/Gay Liaison staff has been working on the recommendations, report and resource material. There will be a meeting January 4, 1984 at 5:30 at the Human Rights Commission office for the Public Hearing Advisory Committee.

Plexus will be doing an in-depth article on the hearing in its February issue.

GGBA sent out the survey in its mailing along with a newsletter item but there still have not been many returns. The Tavern Guild has not sent out the survey.

7) New Business/Old Business

The cost of the bus signs is estimated to be \$2,100. GGBA as a source of funding was discussed.

Letters have been sent out to people/organizations on L/GAC's Committee mailing list regarding whether they want to remain on the list. A complete updating of the list is being undertaken.

Marsha Seeley called the Committee's attention to Hawley Atkinson's remarks regarding Gay people. He is the top elected official in Maricopa County in Arizona. He remarked that "homosexuals and lesbians from San Francisco" should be used in experiments instead of animals from the pound. It was:

\*\*\* m/s/c to recommend that the HRC send a letter to Atkinson and the Governor of Arizona censuring his remarks.



- 3 -

8) Evaluation

A brief evaluation meeting was held by members and staff.

9) Calendar Matters

\*\*\* The L/GAC meeting will be changed from the 4th Thursday to the 3rd Tuesday of every month from 5:30 to 7:30 p.m. The next meeting will be January 17, Room 1200 State Building.

10) The meeting was adjourned at 7:25 p.m.

Prepared by Maria Santiago

JW: MS:gm

1/5/84











LESBIAN/GAY ADVISORY COMMITTEE

Meeting of

January 17, 1984 (Tuesday)

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JAN 17 1984

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PUBLIC LIBRARY

Time: 5:30 p.m.

Place: State Building, Room 1200  
350 McAllister Street  
San Francisco

AGENDA

1. Approval of Minutes of December 22, 1984 (3 Min.)
2. Commissioner and Staff Reports (15 Min.)
3. Report and Discussion of the "Homosexual Panic Defense" and exclusion of Gay jurors -- Greg Day, Ron Huberman, and Doug Warner (60 Min.)
4. New Membership Update (15 Min.)
5. Old Business/New Business (20 Min.)
6. Announcements (5 Min.)
7. Evaluation (5 Min.)
8. Calendar Matters (2 Min.)
9. Adjournment

L/GAC members: If you cannot attend the meeting, please call Jackie.

NOTE: These meetings are open to the public and discussion from the public may be heard at the discretion of the Chair.

\*\*\*Lesbian/Gay Advisory Committee meetings will now take place on the third Tuesday of every month at 5:30 p.m. For the next six months, they will be held at the State Building, Room 1200, 350 McAllister Street.



Lesbian/Gay Advisory Committee MeetingMinutes

of

Tuesday, January 17, 1984

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FEB 24 1984

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\*\*\*\*\*  
 \* Next L/GAC Meeting \*\*  
 \* Tuesday, February 21, 1984 \*  
 \* 5:30 - 7:30 PM \*  
 \* State Building, Room 1200 \*  
 \* 350 McAllister Street, Civic Center \*  
 \*\*\*\*\*

Committee Members Present: Co-Chairs Richard Sevilla and David Yamakawa, Jr.;  
 Barbara Cameron, Ruth Hughes, Marty Kashuba, Barbara Monty, Marsha Seeley.

Committee Members Absent: W. Koriel Schreivogl (on leave)

Staff Present: Don Hesse, Gail Roberts, Jackie Winnow, Intern Maria Santiago

Guests Present: Greg Day, Ron Huberman, Douglas Warner

- The meeting was called to order by Commissioner Yamakawa at 5:45 PM

1) Adoption of the Minutes of December 22, 1983

\*\*\*m/s/c Minutes adopted as is.

2) Commissioner and Staff Reports

Commissioner Yamakawa reported that

1) The Commission approved the letters that were sent to the Governor of Arizona and Board of Supervisor Hawley Atkinson regarding the censorship of the statement that the homosexuals of S.F. should be used for experiments.

2) The nominating Committee consisting of Joe Chung, Richard Sevilla, David Yamakawa, nominated Commissioner Brenda Wade for Chair and Commissioner Joan Zamora Moulton as Vice Chair of the Commission.

3) The New Committee term begins March 1. It was suggested that members of the Lesbian/Gay community could work in other committees, such as the Social Issues/Police, Youth & Education Committee and the Employment Committee.

4) Nicerita D. Revelo was appointed as a new Commissioner - She has had 15 years of active involvement in the Philippine community.

Staff person Jackie Winnow:

1. Reported on the Conference on employment rights for Lesbian/Gay men.
2. Letters of outreach and publicity have been sent out for new members.

3. Regarding the Public Hearing - Outreach & publicity is being done for affirmative action and racism workshops leaders. The Public Hearing Advisory Committee met in January to review the report outline and recommendations and both were accepted.

4. There was a meeting with Dana Van Gorder and Matt Coles to discuss changes in the Gay Rights ordinance. The changes will be drawn up & presented to Grant Mickins and then to the L/GAC before going to the HRC.  
 \*\*\*m/s/c To send Brenda Wade a letter of congratulations.

3) Report and Discussion of the "Homosexual Panic Defense" and exclusion of Gay Jurors - Greg Day, Ron Huberman, and Doug Warner

The Homosexual Panic Defense has been used as a defense tactic during cases wherein a homosexual is murdered by someone other than Gay, indicating that in a moment of panic at the thought of a homosexual advance, they were enraged enough to commit murder as they suffer from diminished capacity.



-2-

Greg Day, Ron Huberman and Douglas Warner presented their concerns regarding the Homosexual Panic Defense in regards to jury selection on these cases & prosecution.

Ron Huberman and Greg Day discussed it from the point of view of the victim being blamed for a crime in the same way that a rape victim has been historically treated. Currently, legislation is being worked on regarding instructions to the jury and questions that can be asked of jurors.

The issue of the exclusion of Gay jurors in Gay-related cases was seen as a constitutional violation.

Doug Warner was concerned about the decay of civil liberties and the implications of limiting what a defense attorney may do for his/her client as this may also adversely impact on Lesbian and Gay men at other times. He felt that the community was better served by preparing a strong prosecution.

Discussion from Committee members after the speakers left centered on civil liberty concerns and how they felt about the issues. No clear consensus was reached, but the topic, especially exclusion of gay jurors, was definitely something the Committee planned to study in more detail.

4) New Membership Update

The sub-committee will meet on February 20 to go over resumes and point system recommendations of the Committee. Interviews will then be set up and recommendations for appointment made at the March meeting.

5) Old Business/New Business

\*\*\*m/s/c - to send Phyllis Lyon a letter of thanks for her tenure as HRC Chair.

6) Evaluation

Committee members discussed the importance of talking about a major-issue agenda item before going onto a new item. The possibility of an item on the state of the movement/community was discussed.

7) Calendar Matters

The next meeting of the L/GAC will take place on February 21, 1984 at 5:30 at the State Building, Room 1200, 350 McAllister Street

8) Adjournment

The meeting was adjourned at 7:40 PM



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2/21/84

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FEB 17 1984

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PUBLIC LIBRARY

Lesbian/Gay Advisory Committee

Date: February 21, 1984

Time: 5:30 p.m.

Place: State Building, Rm. 1200  
350 McAllister St., S.F.

Agenda

- 1) Approval of Minutes of January 17, 1984 ( 3 minutes)
- 2) Commissioner/Staff Reports (10 minutes)
- 3) MBE/WBE Legislation Lobby Effort - (20 minutes)  
Eddie Baca
- 4) AIDS Education Campaign - (45 minutes)  
Ed Power, AIDS/KS Foundation  
Gary Titus, Dept. of Public Health
- 5) Old/New Business (20 minutes)
- 6) Announcements ( 5 minutes)
- 7) Evaluation ( 5 minutes)
- 8) Calendar Matters ( 2 minutes)
- 9) Adjournment

L/GAC members: If you cannot attend the meeting, please call Jackie Winnow  
at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JW:gm  
2/10/84



## LESBIAN/GAY ADVISORY COMMITTEE MEETING

Minutes

of

Tuesday, February 21, 1984

DOCUMENTS DEPT.

MAR 23 1984

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PUBLIC LIBRARY

\*\*\*\*\*  
 \* Next L/GAC Meeting \*  
 \* Tuesday, March 20, 1984 \*  
 \* 5:30 - 7:30 PM \*  
 \* State Building, Room 1200 \*  
 \* 350 McAllister Street, Civic Center \*  
 \* San Francisco \*  
 \* \*  
 \*\*\*\*\*

Committee Members Present: Co-Chair Phyllis Lyon, Barbara M. Cameron, Marty Kashuba, Barbara Monty.

Committee Members Absent: Co-Chair Richard Sevilla (excused), Ruth Hughes, Marsha Seeley (excused), W. Koriel Schreivogol (on leave).

Staff Present: Gail Roberts, Jackie Winnow; Interns - Maria Santiago, Barbara Stratton.

Guests Present: Eddie Baca, Jerry Dunbar, Ed Power, Gary Titus, Mab Maher.

The meeting was called to order by Commissioner Lyon at 5:39 P.M.

1. Adoption of the Minutes of January 17, 1984

\*\*\*m/s/c Minutes adopted as is.

2. Commissioner and Staff Reports

Commissioner Lyon thanked the L/GAC for the letter of thanks for serving as Chair of the Human Rights Commission.

Staff person Jackie Winnow reported that:

A. Commissioner Yamakawa is now co-Chair of the Social Issues/Police Liaison Committee and would like to see Gay/Lesbian representation on the SI/PL Committee.

\*\*\*m/s/c To send a letter of thanks to Commissioner Yamakawa for serving as Co-Chair of L/GAC.

B. AB 1 passed, but will be going back to the House to be amended, regarding the sex offender clause and legal language used in the writing of the bill.

Letters need to be sent to the Assembly, encouraging them to support the bill. Calls should be made to the Governor at 557-3226 encouraging him to sign the bill and letters sent.

C. The first draft of the report for the Public Hearings is done and is currently being typed. When the report is completed it will be presented to L/GAC, BWMT, Business Associations, and the Public Hearing Advisory Committee for discussion and suggestions.

D. New membership: Richard, Marsha and Jackie will be meeting on 2-23-84 to decide which applicants to interview (meeting time changed subsequent) L/GAC members receive packets with applicant resumes to review and give input to Jackie by 2-22-84.



3. MBE/WBE Legislation Lobby Effort - Eddie Baca

Eddie Baca presented the City ordinance that would help to correct discriminatory practices regarding contracting procedures in San Francisco regarding Women and Minorities owned businesses.

The ordinance will create a centralized location for listing all bids, requests for proposals, and solicitations on contracts to be awarded by City/County agencies; provides for each awarding agency to set aside 10% of its prime contracts (dollar volume) for minority-owned business, and 2% for women-owned businesses; set a City/County goal for prime contracts to women owned firms of 10%; adopt a 5% preference for locally owned businesses and a 5% preference for minority or women owned businesses. The legislation will be heard on February 28, at 2:00 P.M. at the Board's Human Services Committee.

4. AIDS Education Campaign - Ed Power and Gary Titus

Ed Power from the San Francisco AIDS Foundation, and Gary Titus from the Public Health Department made presentations to L/GAC about the current AIDS educational campaign and plans for the immediate future. Posters and pamphlets have been placed in various bathhouses which include facts on how to have safe sex. The educational campaign's purpose is to educate everyone about AIDS and plans are underway to hit various targeted groups. It was recognized that closing the bathhouses would definitely be an infringement of civil liberties and that where one has sex does not cause AIDS. The bath houses have been very cooperative in these educational efforts.

The first week of April is planned for "AIDS Prevention Week". There will be several forums, including one for the hearing impaired. Ed Power reported that the AIDS Foundation is trying to get more media coverage by having each of the Gay/Lesbian papers donate a section for AIDS education.

The L/GAC offered its assistance, if needed, in procuring community cooperation with the AIDS education efforts.

5. Old/New Businesses

Barbara Monty brought up the issue that there is no documentation regarding the "Homosexual Panic Defense". It was suggested that the L/GAC, with the co-sponsorship of other groups, sponsor a project to research document cases regarding the Homosexual Panic Defense. It was decided that Barbara should flush out a proposal to present to the Committee for further consideration.

6. Announcements

There is a can drive for the S.F. AIDS Foundations. Marty Kashuba volunteered to drop cans off at the Foundation site and L/GAC members will bring cans to meetings.

7. Calendar Matters

The next meeting of the L/GAC will take place on March 20, 1984 at 5:30 P.M. at the State Building, Room 1200, 350 McAllister Street.

8) Adjournment

The meeting was adjourned at 7:16 P.M.

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#1

3/20/84

LESBIAN/GAY ADVISORY COMMITTEE

MEETING

DOCUMENTS DEPT.

Date: March 20, 1984  
Time: 5:30 p.m.  
Place: State Building, Room 1200  
350 McAllister St., S.F.

MAR 16 1984

SAN FRANCISCO  
PUBLIC LIBRARY

Agenda

1. Approval of Minutes of February 21, 1984 (3 min.)
2. Commissioner and Staff Reports (10 min.)
3. Welcome to New Members/Introductions (10 min.)
4. Overview of Procedures for New Members (10 min.)
5. Setting up New Member Orientation (15 min.)
6. Discussion of Affirmative Action for L/GAC members (20 min.)
7. AB 1--What next? (30 min.)
8. Old/New Business (10 min.)
9. Announcements (5 min.)
10. Evaluation (5 min.)
11. Calendar Matters (2 min.)

L/GAC members: If you cannot attend the meeting, please call  
Jackie Winnow at 558-4901.

Note: L/GAC general meetings are open to the public. Public  
comment may be heard at the discretion of the Chair.

JW:bs





## LESBIAN/GAY ADVISORY COMMITTEE MEETING

DOCUMENTS DEPT.

Minutes

APR 24 1984

SAN FRANCISCO  
PUBLIC LIBRARYof  
Tuesday, March 20, 1984

\*\*\*\*\*  
 \*  
 \* Next L/GAC Meeting \*  
 \* ~~Tuesday~~ <sup>Thursday</sup> April 19, 1984 \*  
 \* 5:30 - 7:30 P.M. \*  
 \* State Building, Room 1200 \*  
 \* 350 McAllister Street, Civic Center \*  
 \* San Francisco \*  
 \*  
 \*\*\*\*\*

Committee Members Present: Co-Chair Richard Sevilla; Larry Brinkin, Barbara Cameron, Jerry Dunbar, Christopher Grubbs, Ruth Hughes, Marty Kashuba, Camilleann Nelson, Maria del Pilar Santiago, Marsha Seeley, Paul Wotman.

Committee Members Absent: Co-Chair Phyllis Lyon (excused), Barbara Monty (excused), W. Koriel Schreivogl (on-leave), Carmen Vázquez (excused).

Staff Present: Eileen Gillis, Gail Roberts, and Jackie Winnow; Intern-Barbara Stratton.

Guests Present: Silvia Castellanos

The meeting was called to order by Commissioner Sevilla at 5:40 p.m.

1. Adoption of the Minutes of February 21, 1984

\* \* \* .m/s/c Minutes adopted as is.

2. Commissioner and Staff Reports

In addition to her written staff report, Jackie Winnow added that the MBE/WBE Ordinance was approved by the Board of Supervisors' Human Services Committee and will go to the full Board for its first hearing shortly. An article about L/GAC's new membership will appear in the next issue of Coming-Up! L/GAC is participating in a drive to provide canned goods for people with AIDS sponsored by the S.F. AIDS Foundation. A grant proposal is being prepared by intern and L/GAC member Maria Santiago to sponsor the AIDS Discrimination Reporting Project through the Lesbian/Gay Unit.

Commissioner Sevilla added that the Golden Gate Business Association is holding a forum on "Minorities in Business." at the Pride Center, on March 21, at 7:30. All are invited.

3. Welcome to New Members/Introductions

Everyone went around the room introducing themselves. The new members include: Larry Brinkin, Jerry Dunbar, Christopher Grubbs, Camilleann Nelson, Maria del Pilar Santiago, Carmen Vázquez and Paul Wotman.

4. Overview of Procedures for New Members

Commissioner Sevilla briefly reviewed the workings of the Lesbian/Gay Advisory Committee, its interplay with the Human Rights Commission, and its role in City government.



- 2 -

Members were encouraged to contribute items of importance and to place them on future meeting agendas.

Plans were made to hold an indepth orientation on April 4th at 5:45 p.m., 227 Hartford Street. This will be a potluck.

5. Discussion of Affirmative Action for Lesbians and Gay Men

The topic of affirmative action was introduced. Discussion was then held; the purpose being to formally review and explore ramifications of the issue and the way it relates to the Lesbian/Gay community.

Taken into consideration: MBE/WBE hearings; the possibility of gathering population statistical base evidence; Democratic Convention contracts; AB 1; City contracts; and affirmative action concepts.

Members expressed concern about the current Health Service System's lack of Third World and Lesbian/Gay health providers to meet the needs of Third World and Lesbian/Gay clientele. It was decided to invite a representative of the City's Health Service System to address the committee, at its next meeting, on Lesbian/Gay identified services offered within the system.

Focus on affirmative action in other areas will be continued by the committee in its ongoing work.

6. AB 1 - What Next? -

The Governor's recent veto of AB 1 necessitates planned action to pursue the passage of the bill when it is reintroduced next winter. A proposal for action was presented by Staffperson Jackie Winnow. It was \* \* \* m/s/c to adopt this plan as an outline for the committee to follow in its future work. It was decided to form a subcommittee focused solely on this issue. Members include Larry Brinkin, Christopher Grubbs, Jerry Dunbar, Maria Santiago and Staff, Eileen Gillis and Jackie Winnow.

In response particularly to the Governor's statement that he had not received ample evidence of existing sexual orientation discrimination, the plan includes:

- 1) Massive educational campaign to educate people of existing San Francisco law through:
  - a. articles
  - b. educational workshops co-sponsored with other groups, e.g. BALIF
  - c. distribute existing discrimination pamphlet
  - d. bus sign
  - e. sexual orientation discrimination conference.
- 2) Encourage East Bay groups to educate East Bay Lesbians and Gay men about Berkeley and Oakland sexual orientation ordinances. This should also be done for L.A..
- 3) Deukmejian claims that there is not sufficient evidence of sexual orientation discrimination. L/GAC can work to disprove that through:
  - a. our existing and future sexual orientation reports
  - b. working with legal groups and lawyers statewide setting up a system whereby they send us reports on their sexual orientation caseloads similar to our reporting techniques. HRC will become a clearinghouse for documentation.
  - c. Set-up HRC public hearings documenting the extent of sexual orientation discrimination in the Bay Area (to be held at an unyet specified time).

\* \* \* m/s/c to request that the HRC hold these hearings.



- 3 -

Cleve Jones, an Aide to Assemblyman Art Agnos, will be invited to address L/GAC about their plans and activities concerning AB 1. In this way, a coordination of efforts can be made.

It was then \* \* \* m/s/c to request the Human Rights Commission to send a letter to Governor Deukmejian, with copies to Speaker Brown and Senator Roberti, expressing displeasure and disagreement with the decision to veto AB 1, and in addition, to request that Speaker Brown read the letter into the Assembly records. Copies will be sent to the press.

It was then \* \* \* m/s/c to recommend that the Human Rights Commission send a letter to Senator H. L. Richardson protesting his letter to Governor Deukmejian requesting the Governor to veto AB 1.

It was then \* \* \* m/s/c to send a letter of continued support to Assemblyman Agnos for his efforts towards passage of AB 1.

#### 7. New Business/Old Business

- A request by the Lesbian/Gay Freedom Day Parade for L/GAC participation in its voting membership was regrettably refused due to a lack of availability of a formal liaison able to consistently attend voting meetings. Informal participation will be continued.

- It was \* \* \* m/s/c to request the Human Rights Commission to send a letter of support for the Human Rights Foundation's request for funding from the Chicago Resource Foundation, for its Lesbian/Gay Speakers Bureau, a group addressing students in local high schools.

- The Human Rights Foundation will be pursuing placement of its curriculum guide "Demystifying Homosexuality - A Teaching Guide About Lesbians and Gay Men," in San Francisco schools. It is planning to ask for endorsement from the School Board. H.R.F. will be seeking support from both the Youth and Education and the Lesbian/Gay Advisory Committees and a request will be made to the Human Rights Commission to provide its endorsement of the manual for inclusion in the curriculum of San Francisco schools.

- It was \* \* \* m/s/c to recommend to the Human Rights Commission that it send a letter to the San Francisco Examiner criticizing its act to publish an article revealing the location of city sponsored housing for people with AIDS in a local hotel. The eventual result of the article was the eviction of the tenants.

- It was also \* \* \* m/s/c to recommend that the Human Rights Commission send a letter to Mayor Feinstein requesting city sponsored housing of people with AIDS. A basic registering of concern is to be expressed regarding the recent series of events resulting in loss of housing and the perpetuation of the myth of the casual spread of the disease.

#### 8. Calendar Matters

The next meeting of the L/GAC will take place on April 17, 1984 at 5:30 p.m. at the State Building, Room 1200, 350 McAllister Street.

The new member orientation meeting will be held at 5:45 p.m., April 4th at 227 Hartford St.

The first meeting of the AB 1 subcommittee will be held at Salmagundis, 1236 Market St., on April 2, Monday, at 5:45.

#### 9. Adjournment

The meeting was adjourned at 8:00 p.m.





City and County of San Francisco

Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution



Lesbian/Gay Advisory Committee

Meeting

Date: April 19, 1984 (Thursday)

Time: 5:30 p.m.

Place: State Building, Room 1200  
350 McAllister St., S.F.

DOCUMENTS DEPT.

APR 13 1984

SAN FRANCISCO  
PUBLIC LIBRARY

AGENDA

1. Approval of Minutes of March 20, 1984 (3 min.)
2. Commissioner and Staff Reports (10 min.)
3. Demystifying Homosexuality: a curriculum guide prepared by the Human Rights Foundation (asking for HRC endorsement) - Stacey Shuster (20 min.)
4. AB 1 Subcommittee update report (15 min.)
5. Discussion of the bath house issue (30 min.)
6. Old/New Business (15 min.)
7. Announcements (10 min.)
8. Evaluation (10 min.)
9. Calendar Matters (2 min.)

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC general meetings are open to the public. Public comment may be heard at the discretion of the Chair.

\*\*\* NOTE: The meeting date has been changed from April 17 (Tuesday) to April 19 (Thursday) due to Passover.

JM:gm  
4/5/84





## LESBIAN/GAY ADVISORY COMMITTEE MEETING

## Minutes of

Thursday, April 19, 1984

\*\*\*\*\*  
 \* Next L/GAC Meeting \*  
 \* Date : Tuesday, May 15, 1984 \*  
 \* Time: 5:30 P.M. \*  
 \* Place: State Building, Room 1200 \*  
 \* 350 McAllister Street, S.F. \*  
 \*\*\*\*\*

DOCUMENTS DEPT.

MAY 24 1984

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Committee Members Present: Co-Chairs Phyllis Lyon and Richard Sevilla; Larry Brinkin, Barbara Cameron, Jerry Dunbar, Christopher Grubbs, Ruth Hughes, Camille Nelson, Maria del Pilar Santiago, Marsha Seeley, Carmen Vazquez, Paul Wotman.

Committee Members Absent: Marty Kashuba (excused), W. Koriel Schreivogl (on leave)

Staff Present: Eileen Gillis, Gail Roberts and Jackie Winnow

Guests Present: R. Hunter Morey Larry Shockey

The meeting was called to order by Commissioner Sevilla at 5:35 P.M.

1. Adaption of the Minutes of March 20, 1984

\*\*\*m/s/c Minutes adopted as is.

2. Commissioner and Staff Reports

- Staff person Jackie Winnow reported HRC is unable to include funding in its FY 84-85 budget for a parttime position in the Lesbian/Gay Unit. This staffer was to be assigned to work on the Public Hearing and AIDS Discrimination Reporting Projects. Other means of funding will have to be looked into.

The Public Hearing Advisory Committee has met to give input on the Public Hearings report. Final editing is almost completed and the final edition of the comprehensive report will be given to business associations, some businesses, HRC Commissioners and Staff, some organizations, libraries and Lesbian/Gay Archives. A smaller pamphlet, for which funding is being sought, will be designed to include the findings, recommendations, summary, outreach lists and information on implementing affirmative action programs. The pamphlet will be sent to businesses, business associations and non-profit organizations. Press packets will also be prepared for the media. Additionally, outreach to groups will be done, in order to train and provide technical assistance on implementation of affirmative action programs in their businesses. This will be accomplished through a round of speaking engagements and other methods.

HRC approved letters of protest to be sent to Mr. David Halvorsen, Examiner Editor, and Mayor Feinstein, on the media article which resulted in the eviction of AIDS patients from a local Motel. The Mayor's letter additionally requested her clarification regarding on City policy providing housing for AIDS patients in the future. Additional letters to Governor Deukmejian, were sent in response to the AB 12 veto, Senator H.L. Richardson, and a letter of support went to Assembly person Art Agnos.

Finally, a letter was sent to the Chicago Resource Foundation, in support of the Human Rights Foundation's request for funding. Mayor Feinstein has signed into law Chapter 12D to the City Administrative Code, also known as the Minority/Women/Local Business Utilization Ordinance, establishing MBE/WBE participation goals for City Contracting.

The twentieth anniversary of the founding of the HRC will be marked by a reception on Wednesday, May 9, in the Green Room of the War Memorial Veterans Building on Van Ness Avenue, from 5 to 8 P.M.



Commissioner Sevilla notified members that HRC Commissioner Thomas Ambrogio has resigned, reportedly under pressure; as Executive Director of the S.F. Archdiocese's Commission on Social Justice. Newspaper accounts infer this to be connected to his liberal stance opposing American military intervention in Central America, as well as his involvement as an architect of the Task Force on Homosexuality.

Barbara Cameron, L/GAC member has been appointed by the Mayor to the Citizen's Committee for Community Development.

Staff person Eileen Gillis reported a L/G Unit project is being considered to answer reported complaints that anti-gay discrimination is in evidence in group homes housing homeless sexual minority youth. The discrimination is also reportedly extended to gay staff who "come out" to the youth. Sensitivity trainings are being considered to address this problem.

The quarterly January through March, 1984 statistical report on discrimination complaints is completed and available.

### 3. Demystifying Homosexuality: Hunter Morey

A curriculum guide called Demystifying Homosexuality has been prepared by the Human Rights Foundation, in an effort to ensure and standardize teaching related to homosexuality throughout highschool classes. The guide was introduced to L/GAC by R. Hunter Morey, who is a co-author of the manual and presently the Youth Education Coordinator of Community United Against Violence (CUAV).

The teaching guide is a comprehensive review of current information and thought on homosexuality and lesbianism, and it concentrates on demystifying sexual orientation by relating the many issues occurring for adolescents learning about affectional preference/orientation.

The youth and education and Lesbian/Gay Advisory Committees are being requested to co-jointly recommend that the Human Rights Commission endorse the book for approval by the San Francisco Board of Education for use by teachers as resource material. It was then;

\*\*\*m/s/c for L/GAC to request HRC to endorse the Manual Demystifying Homosexuality to the Board of Education for use as resource material by teaching professionals.

### 4. AB 1 Subcommittee - update report

Members of the AB 1 Subcommittee, Larry Brinkin, Jerry Dunbar, Christopher Grubbs, and Eileen Gillis reviewed the work undertaken by the Subcommittee to ensure the passage of AB 1 when it is reintroduced to the Legislature. A major focus of the subcommittee is to plan for HRC to act as a central clearinghouse in Northern California to collect and coordinate reports of employment discrimination against Lesbian and Gay men. This will answer the Governor's claim that not enough documentation of discrimination exists to require protective legislation. Efforts are being made to work with state legislators to accomplish proper documentation. A standard reporting form will be established and, in addition, local emphasis will be placed on specialized outreach to minority and labor communities, and local Lesbian/Gay organizations, to collect the required statistical evidence. Graphics for media and public transit bus signs are in preparation by Christopher Grubbs to request reporting of discrimination complaints.

### 5. Discussion of the Bath House Issue

In response to recent developments initiated through the Department of Health to monitor public sex in local bath houses and other recreational sex businesses, the committee took the opportunity to express its thoughts, reactions and feelings, through the use of a general forum atmosphere, and eventually developed an action oriented consensus. It was felt that the issue of regulating sex behavior in bath houses and other institutions was, in itself, a complex matter which reflected the massive general difficulty, confusion and unmanagability of the entire AIDS crisis.

Different sentiments were expressed in the discussion. Primarily, the recognition was made that no central agreement has been reached in the Lesbian/Gay community on the issues. This combines with an expressed sense that Lesbians and Gay men must unify to meet the needs of the crisis in a responsible manner.

The concept of government involvement in regulating human sexuality uniformly caused concern among members. Most members expressed disagreement with the move



by DPH to monitor sex behavior in bath houses and other businesses, although a few individuals supported this action.

The belief that closing public sex facilities would impact the spread of AIDS was questioned. In fact many people expressed the sentiment that prohibiting sex in bath houses might do great damage and escalate the crisis by scattering individuals to other outlets where safe-sex education could not occur.

Concern was expressed about repercussions of the planned public sex prohibitions. For example, reports have been received of states throughout the country who are considering repealing advances made to revoke sodomy laws.

It was agreed that the Lesbian/Gay community itself must be responsible for safe sex and for unification in support of each other in a crisis. The only tool available to use to avoid the intervention of the State is the taking of this personal responsibility.

The Committee then reached a consensus regarding its role in light of the recent events concerning monitoring of public sex. It was decided to act as a unifying force by calling a meeting with representatives from the broad spectrum of Lesbian/Gay organizations to discuss policy and determine action to be taken in answer to the bath house issue. In addition, needed planning will be encouraged to take place for future response to the ongoing epidemic. It was suggested that L/GAC ask the Coalition for Human Rights to co-sponsor the meeting.

It was then \*\*\*m/s/c to hold the meeting of community representatives to discuss the AIDS issue on May 3, 5:30 P.M. at Valencia Rose Cafe, 766 Valencia Street.

Planning for this meeting will be held on Tuesday, April 24, at Salinagundi's-Market Street. The members volunteering to work on the community meeting are: Jerry Dunbar, Larry Brinkin, Christopher Grubbs, Carmen Vazquez, Paul Wotman, Maria Santiago and Staff.

#### 6. New Business/Old Business

- Committee Member Barbara Monty has resigned due to scheduling conflicts which make it impossible to attend meetings. The possibility of replacing Barbara with a new committee member will be considered on the next meeting's agenda.
- A Third World/People of Color Conference is sponsoring workshops on Lesbian/Gay civil rights issues and invited the Lesbian/Gay Advisory Committee to endorse the conference and to provide a panel discussion on its work. The conference will be held at the UC Berkeley on June 21-23.

It was \*\*\*m/s/c for the Lesbian/Gay Advisory Committee to endorse the Third World/People of Color Conference and also \*\*\*m/s/c for L/GAC provide a panel discussion. Plans for the panel will be discussed at the next meeting.

- The National Campaign to release Claudia Calderon, a 29 year old political prisoner in El Salvador, will hold a fundraising benefit to finance the campaign Thursday, April 12, at 8:00 P.M. at La Pena Cultural Center in Berkeley.
- WOMAN, Inc. is honoring Del Martin at a reception to be held at 5:30 - 7:30 on April 26th, at 2940 16th Street.

#### 7. Calendar Matters

- The next meeting of the L/GAC will be Tuesday, May 15, 1984 at 5:30 P.M. to 7:30 P.M. in the State Building, Room 1200, 350 McAllister Street, S.F.
- The next AB 1 Subcommittee meeting will be held at Salmagundi's Restaurant, 5:45 P.M. on Thursday, May 10th.
- L/GAC and CHR co-sponsored meeting on the Bathhouse, sex establishment, and AIDS issue will be held on Thursday, May 3 at 5:30 P.M. at Valencia Rose.





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5/15/84

LESBIAN/GAY ADVISORY COMMITTEE

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 \*  
 \* Meeting \*  
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 \* Date: May 15, 1984 (Tuesday) \*  
 \* Time: 5:30 p.m. - 7:30 p.m. \*  
 \* Place: State Building \*  
 \* 350 McAllister Street, Room 1200 \*  
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DOCUMENTS DEPT.

MAY 11 1984

SAN FRANCISCO  
PUBLIC LIBRARYAGENDA

1. Adoption of minutes of April 19, 1984 (13 min.)
2. Health Service System: Does it provide Lesbian/Gay (20 min.)  
and Third World providers to meet the needs of  
Lesbian/Gay and Third World clientele? - Randy Smith.
3. Commissioner/Staff reports (10 min.)
4. Public Hearing report for HRC approval. (15 min.)
5. Planning L/GAC panel at Third World/People of (15 Min.)  
Color Conference
6. ADI Subcommittee report (5 min.)
7. AIDS/Sex Establishment Meeting-Evaluation. (10 min.)
8. Filling Barbara Monty vacancy (10 min.)
9. Old/New Business (15 min.)
10. Announcements (5 min.)
11. Evaluation (5 min.)
12. Calendar Matters (2 min.)

L/GAC Members: If you cannot attend the meeting, please  
call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be  
permitted at the discretion of the Chair.

JW:bct  
5-4-84





LESBIAN/GAY ADVISORY COMMITTEE

Minutes of  
Thursday, May 15, 1984

\*\*\*\*\*

Next Meeting

Date: June 19, 1984 (Tuesday)

Time: 5:30 p.m. - 7:30 p.m.

Place: State Building  
350 McAllister Street, Room 1200

\*\*\*\*\*

DOCUMENTS DEPT.

JUN 25 1984

SAN FRANCISCO  
PUBLIC LIBRARY

Committee Members Present: Co-Chairs Phyllis Lyon and Richard Sevilla;  
Larry Brinkin, Jerry Dunbar, Christopher Grubbs, Marty Kashuba, Carmen  
Vazquez, Paul Wotman.

Committee Members Absent: Barbara Cameron (excused), Ruth Hughes, Camille  
Nelson (excused), Maria del Pilar Santiago (excused), W. Koriel Schreivogl  
(on leave).

Guest: Val P. Clement

Staff: Eileen Gillis, Gail Roberts, Barbara Stratton, Jackie Winnow

The meeting was called to order by Commissioner Sevilla at 5:45 p.m.

1. Adoption of the Minutes of April 19, 1984

\* \* \* m/s/c Minutes adopted as is

2. Commissioner and Staff Reports

In addition to Jackie Winnow's written report, she reported that Committee member Koriel Schreivogl has requested a one month extension of his leave of absence. This was approved by the Committee. Also, the Commission has asked the different Committees to assist in the process of standardizing staff reports given through standing Committees. The Committee moved to refer this work to staff and co-chairs for development of input and suggestions regarding these presentations.

3. Health Service System: Does it provide Lesbian/Gay and Third World providers to meet the needs of Lesbian/Gay and Third World clientele? - Randall Smith

Mr. Smith did not attend the meeting, nor did he notify anyone of his absence.

4. Public Hearing Report for HRC Approval

The draft of the report on the series of public hearings held to determine the extent of discriminatory employment practices within Lesbian/Gay owned businesses in San Francisco has been distributed to Committee members for review. Contingent on Committee approval, the finalized edition of the report will go before the full Human Rights Commission on May 24, 1984 for adoption. The report and significant excerpts will then be distributed throughout the community and initial steps will be taken to implement the changes outlined in the recommendations to remedy discrimination. Initially L/GAC staff and/or Committee members will meet with the Golden Gate Business Association, Tavern Guild, and Bay Area Career Women, and various community/political groups to begin collaborative work on implementing non-discriminatory employment practices within Lesbian/Gay businesses.

A public relations effort through printed material is also planned. A pamphlet will be developed and distributed widely which will include excerpts from the report outlining recommendations, informing employers on how to develop voluntary affirmative action programs, and an extensive outreach list.



- 2 -

Evaluative discussion was then held by the Committee regarding the report. It was considered that other non-gay communities could also make use of the report and the recommendations for their own community's difficulties implementing good affirmative action procedures in employment.

Commendation was given specifically to staff person Jackie Winnow who advanced the entire effort of the hearings and subsequent report.

It was then \* \* \* m/s/c that L/GAC approved the report on the public hearings on discriminatory employment practices within Lesbian/Gay owned businesses and to recommend to the Human Rights Commission that they accept the report and adopt the recommendations.

#### 5. Planning L/GAC panel at Third World/People of Color Conference

The Third World/People of Color Conference, which will be held at U.C. Berkeley on June 21-23, is sponsoring workshops on Lesbian/Gay civil rights issues. The Lesbian/Gay Advisory Committee will participate by holding a panel discussion describing its own work and related involvement in minority discrimination issues. The panel/workshop will be held June 22nd lasting from 45 minutes to 1½ hours. L/GAC members committed to participate are Paul Hotman and Richard Sevilla. Richard will contact the women on the committee for their participation.

#### 6. AB 1 Subcommittee report

The minutes of the May 10, 1984 meeting of the AB 1 Subcommittee were distributed, describing the purpose of the meeting which was to coordinate the Subcommittee's lobbying efforts with those of Assemblyman Agnos' office in support of the passage of AB 1. Cleve Jones, Aide for Agnos, addressed the Committee and stressed that a major thrust needs to be aimed towards securing clear documentation of employment discrimination against Lesbians and Gay men as well as continuing the lobbying effort.

A Bay Area community forum co-sponsored by HRC and Agnos' office to review the history of efforts to end job discrimination against Lesbians and Gay men and to organize working groups to campaign for AB 1 will be held from 1-5 p.m. Sunday, June 3, at the State Building Auditorium, 350 McAllister St., S.F. - wheelchair accessible, signing will be provided for the hearing impaired and childcare can be provided given 48 hours notice.

Speakers will include Lisa Katz, Legislative Advocate, N.O.W.; Cleve Jones; Jackie Winnow and Eileen Gillis. Co-chairs will be Laurie McBride and Duke Armstrong.

#### 7. AIDS/Sex Establishment Meeting

An evaluation of the AIDS/Sex establishment meeting was held to discuss the results and plan for the upcoming meeting planned for May 24th, 5:30 p.m. at Valencia Rose Cafe.

Paul Hotman summarized the topics discussed at the meeting which were to broaden the distribution of information on safe sex guidelines throughout all community gathering places (not focused solely on the bars) and to hold a review on what has been done in the community to address the crises, evaluate what needs to be done and in which areas the community needs to focus, in a coalition effort to impact upon the crisis. It is obvious that available services are understaffed and underfunded and need strong support.

A planning meeting will be held at 5:30 on Thursday, May 17th to prepare the agenda for the next AIDS/Bathhouse meeting.

Thought was also given to contingency planning for upcoming situations that may need immediate community response. For example, it is anticipated that upcoming legislation from the City Attorney's office regarding the monitoring of the bathhouses will require some foresight and action on the part of the community, to respond as a unified force for input into city policy. Research to develop a reactivated L/GAC phone tree will be done by staff to be used in just such instances.



-3-

In general, it was agreed upon that this AIDS/Bathhouse coalition of community members should take strong public positions regarding actions in relation to the AIDS crises and put forward this position in a very widespread way reflecting its issuance from a broad community base.

#### 8. Old Business/New Business

Committee Member Marsha Seeley has resigned from the Committee due to personal time commitments. A brief discussion was held on how to fill two vacancies on the Committee. It was decided to make two appointments to the Committee, chosen by Richard Sevilla and Jackie Winnow.

L/GAC will co-sponsor with Assemblyman Agnos, a table at the Harvey Milk Birthday Party to be held from 12:00 noon to 6:00 p.m. on Sunday, May 20, 1984. AB-1 Community Meeting flyers will be distributed there as well as basic information regarding L/GAC.

A table at the Lesbian/Gay Freedom Day Parade will also be sponsored on June 24 and arrangements were made for staffing to cover the event.

A concern was raised by Jerry Dunbar regarding the use of Kochina dolls, a highly regarded spiritual symbol in the Indian community, by Macy's Department Store as an advertising decoration in their downtown shop. The disregard of the significance of the dolls in Indian religion has been addressed repeatedly to store administrators with no resulting action taken on their part to remove them. It was \* \* \* m/s/c to recommend to HRC to send a letter to the President of Macy's asking for the removal of the dolls from its public advertising areas.

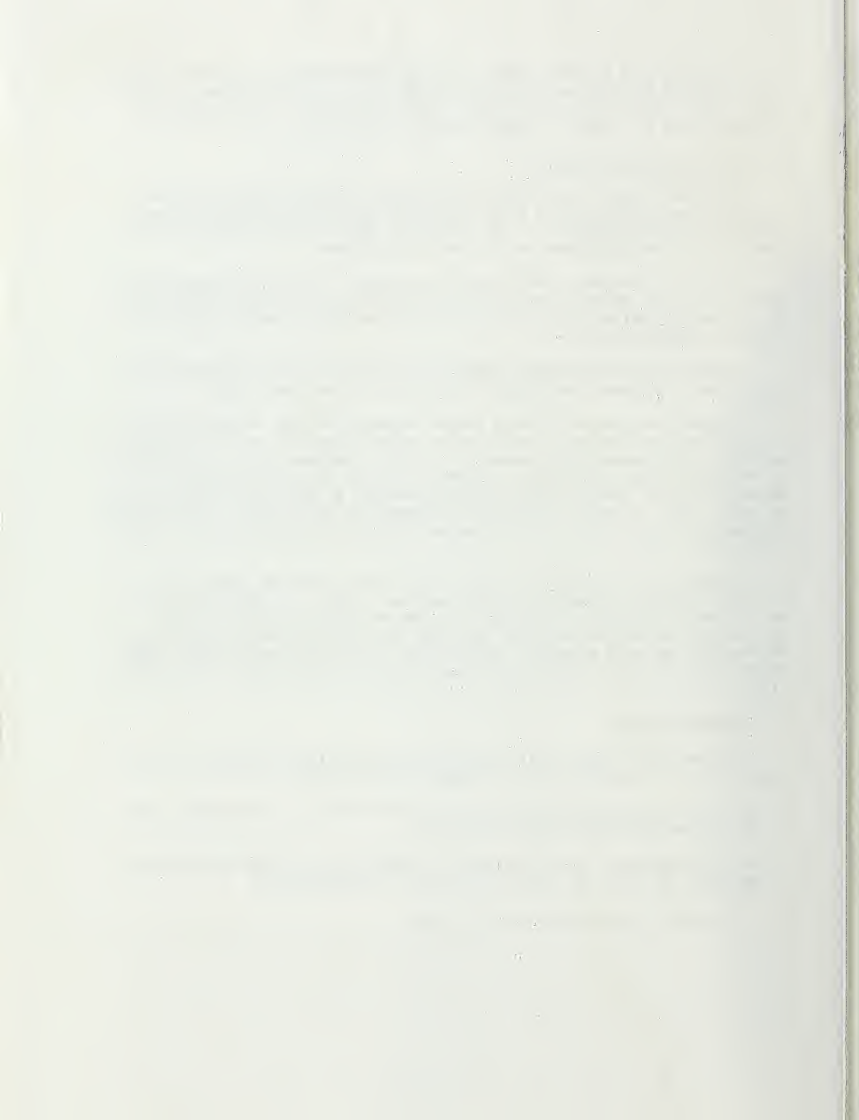
It was also \* \* \* m/s/c to request HRC to send a protest letter to Mr. L. M. Boyd, syndicated columnist in "The Grab Bag" of the S.F. Chronicle with a cc: to Editor Halvorsen in response to statements made relating to Native Americans living on reservations, which led one to believe that they live on reservations to avoid taxation. Both letters are being issued through L/GAC rather than the Social Issues and Police Liaison Committee due to time restrictions.

#### 9. Calendar Matters

The next L/GAC meeting will be held on June 19, 1984 (Tuesday) at 5:30 - 7:30 at the State Building, 350 McAllister St., Room 1200.

- The AB-1 Subcommittee Meeting is planned for 5:45 p.m. on Wednesday, May 23 at Salmagundi's Restaurant, Market St.
- The AIDS/Bathhouse Community Coalition Meeting will be held at 5:45 p.m., Thursday, May 24th, at Valencia Rose Cafe, 766 Valencia St.

10. The meeting was adjourned at 7:30 p.m.







## LESBIAN/GAY ADVISORY COMMITTEE

Meeting

Date: June 19, 1984 (Tuesday)

Time: 5:30 - 7:30 P.M.

Place: State Building  
350 McAllister Street, Room 1200

DOCUMENTS DEPT.

JUN 19 1984

SAN FRANCISCO  
PUBLIC LIBRARYAgenda

1. Adoption of the Minutes of May 15, 1984
2. Commissioner/Staff reports (10 min.)
3. Public Hearing Report - Strategies for implementation (10 min.)
4. Parade table (5 min.)
5. Priorities, time commitments, present and future projects, burn-outs, etc., etc., etc. (45 min.)
6. AB 1: evaluating June 3 forum and L/GAC's goals and priorities for future work (10 min.)
7. AIDS/Bathhouse meetings: evaluation of meetings and L/GAC's goals and priorities for future work (10 min.)
8. New membership status (5 min.)
9. Old/New Business (15 min.)
10. Announcements (5 min.)
11. Evaluation (5 min.)
12. Calendar matters

L/GAC members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JH:gm  
5/7/84





SF  
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SF Human Rights Comm

DOCUMENTS DEPT.

LESBIAN/GAY ADVISORY COMMITTEE

JUL 23 1984

SAN FRANCISCO  
PUBLIC LIBRARY

Minutes of  
Tuesday, June 19, 1984

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\* Next Meeting \*  
\*  
\* Date: July 17, 1984 (Tuesday) \*  
\*  
\* Time: 5:30 - 7:30 p.m. \*  
\*  
\* Place: State Building \*  
\* 350 McAllister Street, Room 1200 \*  
\*  
\*\*\*\*\*

Committee Members Present: Co-chairs Phyllis Lyon and Richard Sevilla, Larry Brinkin, Jerry Dunbar, Chris Grubbs, Ruth Hughes, Marty Kashuba, Camille Nelson, Norm Nickens, Lester Olmstead-Rose, Maria Santiago, Paul Wotman

Committee Members Absent: Barbara Cameron (excused), Crystal Jang (excused), W. Koriel Schreivogl (on-leave), and Carmen Vazquez (excused)

Guest: Steven Dillerde

Staff: Eileen Gillis and Jackie Winnow

The meeting was called to order by Commissioner Sevilla at 5:45 p.m.

1. Adoption of the Minutes of May 15, 1984

\*\*\* m/s/c Minutes adopted as is.

2. New Membership Status

After a brief discussion, it was \*\*\* m/s/c for the Committee to recommend three appointments to L/GAC instead of the anticipated two, in light of the excellence of quality of received applications.

It was then \*\*\* m/s/c that L/GAC recommend to the Chair of the Human Rights Commission, Brenda Wade, that she appoint Crystal Jang, Lester Olmstead-Rose and Norm Nickens to L/GAC.

3. Commissioner and Staff Reports

Commissioner Sevilla reported that the text: Demystifying Homosexuality - A Teaching Guide About Lesbians and Gay Men was recommended to the Board of Education for use as resource material for teachers in public schools by HRC. All HRC standing committees have been requested by the Chair to review and report back by September 1, 1984 on goals, priorities and objectives for the coming year.

Staffperson Jackie Winnow requested that when a member requests a letter, resolution or some action, they are expected to bring the back up material with them and let Staff know ahead of time if possible, when a member requests the presence of a particular guest, that member is expected to be present at that meeting. Jackie offered to draw up a draft of L/GAC's goals and priorities for review at the next L/GAC meeting. In addition, she reported on the Board of Supervisors' Public Protection Committee's decision to table for 45 days the decision to transfer regulatory powers of the Gay bathhouses from the Police Department to the Department of Public Health. The L/GAC approved her request to resign as Issues Chair of CHR as L/GAC's representative. All members were reminded to fill in & return their phone tree lists.



3. Public Hearing Report - Strategies for Implementation

Staffperson Jackie Winnow reported that implementing the recommendations developed from the Public Hearings on discriminatory hiring practices within Gay/Lesbian owned businesses, is now targeted as the next area of work in the hearing process. Meetings have been held with a number of community groups who will help implement affirmative action efforts within the Lesbian/Gay community. These included discussions with representatives and members of the Golden Gate Business Association, Alice B. Toklas Lesbian/Gay Democratic Club and Black and White Men Together. Foundation funding for a planned brochure about the hearings and needed affirmative action follow up is being sought. Also, the L/G unit will try to secure, through grants, part-time salary for an added staffperson to implement hearing recommendations. Additional meetings with community groups and business associations are planned.

Two model bar businesses representative of the women and men's communities, a restaurant and a general business will be chosen to be focused upon as representative community merchants displaying good affirmative action employment practices. GGBA will hold a panel discussion on Unlearning racism and affirmative action within Lesbian/Gay businesses. An ad-hoc group of committee members have volunteered to regularly meet to brain-storm and help guide L/GAC staff in the implementation of the hearing recommendations. They are Norm Nickens and Camillea Nelson.

4. Lesbian/Gay Freedom Day Parade

A review of assignments made for staffing of the HRC table at the Lesbian/Gay Freedom Day Parade was done. Special thanks is given to Pansy Ponzio, HRC staff, who will assist in watching the table.

5. Priorities, Time Commitments, Present and Future Projects, Burn-outs, etc.

A lengthy discussion was held relating about the priorities of the Committee for the coming year. In the evaluation, it was recognized that three major projects have been worked on in the last half-year. These are: the Public Hearings on employment practices in Lesbian/Gay owned businesses, AB 1 and the Bathhouse/AIDS issue. The importance of avoiding Committee and staff overload was recognized. Each of the former issues was evaluated to clarify what has been done and what further work remains. It is clear that the Public Hearings will require the most attention to implement affirmative action plans in the community. The passage of AB 1 will require the assistance of staff and Committee members to Assemblyman Agnos' office to help document discrimination and lobby support for the legislation when it is reintroduced. In addition, the AIDS issue will require ongoing attention to community needs as they arise.

6. AB 1: Evaluating June 3 Forum and L/GAC's Goals and Priorities for Future Work

The June 3rd forum, held by L/GAC and Assemblyman Agnos' office to begin work on the passage of AB 1 was evaluated. A number of interested volunteers have committed to head outreach committees targeting various areas for distribution of discrimination documentation forms and for lobbying. Lester Olmstead-Rose, a coordinator of the project through Agnos' office, reported that the meeting did not live up to expectations, partly due to unforeseen limits in outreach advertising the meeting. The next general meeting to coordinate work on AB 1 will be held at the State Building, 350 McAllister St., on Sunday, August 5th, from 1-5 p.m.

Cooperation of L/GAC members to work on outreach committees is needed. A mailing is being prepared to be sent to the list of individuals from the June 3rd meeting who have organized to head each committee. They will be arranging meetings shortly. These committees will then begin the distribution of a Lesbian/Gay discrimination reporting form, complete with a cover letter, to be returned to a central receiving office in Sacramento. All past sexual orientation discrimination complainants from HRC files are also presently being contacted.



7. AIDS/Bathhouse Meeting - Evaluation and Goals for Future Work

The AIDS/Bathhouse meeting held on June 14th was reported on. The main purposes of the meeting were to give an update on current medical, legal and community issues; to encourage further educational outreach through the Lesbian/Gay business community, to spin-off the AIDS/Bathhouse community meetings from sponsorship by L/GAC/CHR to sponsorship through the general community itself.

Update on current issues included a report on the recent Board of Supervisor Committee hearings on jurisdiction of monitoring authority over S.F. Bathhouses. A review of recent medical and legal information and events was also given by those attending the meeting. Local education outreach through the business community was addressed by Jerry Kavasnicka, Executive Director of the Golden Gate Business Association. Finally, it was agreed that the meetings will continue on a regular basis with no affiliation to any group and organized by two revolving chairs. Those volunteering to organize and chair the next meeting were Hank Wilson and Clark Taylor. The date has not yet been set.

It was also \*\*\* m/s/c to discuss at the next meeting development of a position paper, through the Committee, for submission to HRC that opposes regulatory intervention of the City in the bathhouses and supports ongoing educational work of organizations like the S.F. AIDS Foundation. Paul Motman will prepare the draft for the next meeting.

8. Old/New Business

- Committee member Paul Motman spoke on the issue concerning the recent loss of N.Y. City revenue to the Salvation Army and N.Y. Archdiocese because they would not agree to comply with the Executive Order banning discrimination against Lesbians and Gays. Mr. Motman proposed a review of local city contracting employers, especially those of the religious community, who would similarly refuse to abide to local nondiscrimination ordinances. This issue will be further pursued through meeting with Director Mickins and interested staff and committee members of the Commission.

9. Calendar Matters

The next L/GAC meeting will be held on July 17, 1984 (Tuesday) at 5:30 - 7:30 at the State Building, 350 McAllister St., Room 1200.

10. Adjournment

The meeting was adjourned at 7:30 p.m.

Addendum:

In his report, Commission Sevilla indicated that the Public Hearing Report on the Hiring and Employment Practices of Lesbian/Gay Businesses had been unanimously accepted and the recommendations approved by the Human Rights Commission. The report was authored by Jackie Winnow.





LESBIAN/GAY ADVISORY COMMITTEE

\*\*\*\*\*  
\* Meeting \*  
\* DATE: July 17, 1984 \*  
\* TIME: 5:30-7:30 P.M. \*  
\* PLACE: State Building \*  
\* 350 McAllister Street \*  
\* Room 1200 \*  
\*\*\*\*\*

DOCUMENTS DEPT.

JUL 13 1984

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1. Adoption of the Minutes of June 19, 1984.
2. Commissioner/Staff reports. (15 min)
3. Proposed draft of bathhouse/AIDS resolution-Paul Wotman (45 min)
4. Proposed draft of L/GAC Goals and Priorities FY 84-85- Jackie Winnow (15 min)
5. Democratic Convention Update discussion (15 min)
6. Old/New Business (15 min)
7. Announcements ( 5 min)
8. Evaluation (15 min)
9. Calendar Matters

L/GAC Members: If you cannot attend the meeting please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JW:belp





## LESBIAN/GAY ADVISORY COMMITTEE

## Minutes of

Tuesday, July 17, 1984

## Next Meeting

Date: August 21, 1984

Time: 5:30 - 7:30 p.m.

Place: State Building  
350 McAllister Street  
Room 1200

DOCUMENTS DEPT.

AUG 24 1984

SAN FRANCISCO  
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Committee Members Present: Larry Brinkin, Barbara Cameron, Camilleann, Chris Grubbs, Ruth Hughes, Crystal Jang, Norman Nickens, Lester Olmstead-Rose, Richard Sevilla, Carmen Vazquez, and Paul Freud Wotman.

Committee Members Absent: Jerry Dunbar (excused), Marty Kashuba (excused), Phyllis Lyon (excused), Maria Santiago, (excused), and W. Koriel Schreivogl (on leave)

Guest: Jim Ferrell, S.F. AIDS Foundation

Staff: Gail Roberts and Jackie Winnow

The meeting was called to order by acting chair Chris Grubbs at 5:40 p.m.

1. Adoption of the Minutes of July 17, 1984

\*\*\*m/s/c Minutes adopted with the correction of the spelling of Steven Di Verde.

2. Commissioner and Staff Reports

Jackie Winnow added to her written report by asking Barbara Cameron, Chris Grubbs, Crystal Jang, Camilleann Nelson, Norm Nickens, Lester Olmstead-Rose, W. Koriel Schreivogl, Richard Sevilla, Carmen Vazquez, and Paul Wotman to send her their crisis phone tree list with names and numbers so that the project can be completed. She reported that Hank Wilson is putting together the next Bathhouse meeting, which will take place on Thursday, July 26, 6:00 p.m. at the Valencia Rose. Sam Puckett, S.F. AIDS Foundation's media coordinator, will be presenting their current media effort and will show their 4 PSAs.

3. Proposed draft of bathhouse/AIDS resolution - Paul Wotman

There was lengthy discussion and suggestions from L/GAC members and staff regarding the draft resolution as well as our purpose in having a resolution. Due to members' concerns with its language and Phyllis Lyon's reservations and request that the Committee hold over its decision until she could be present at its next meeting, the Committee went through the resolution and decided on the acceptance of its two basic tenets concerning civil liberties and education. Because of the need for a timely response, Ruth Hughes, Larry Brinkin, Richard Sevilla, Norm Nickens, Lester Olmstead-Rose, Jim Ferrell (the S.F. AIDS foundation), Jackie Winnow, and possibly Phyllis Lyon will meet on July 23rd to work on a draft of the resolution for adoption. Once the draft is worked out, it will be mailed to members by July 26, and members must call in their votes to Jackie by July 30. If approved, the final language will be worked out to send to HRC Commissioners by August 2 for adoption at HRC's meeting of August 9. An attorney, possibly from ACLU, and a representative of the S.F. AIDS Foundation will be present at that meeting for Commissioner clarification.

4. Proposed draft of L/GAC Goals and Priorities FY 84-85 - Jackie Winnow

\*\*\*m/s/c to accept the draft with the changes suggested by members, particularly Larry Brinkin. A copy of the Goals and Priorities FY 84-85 is attached.



City and County of San Francisco  
HUMAN RIGHTS COMMISSION

LESBIAN/GAY ADVISORY COMMITTEE

Minutes of Meeting of Tuesday, July 17, 1984

Page 2

5. Democratic Convention Update Convention - Members talked of the marches and rallies attended and the media coverage.
6. Old/New Business

Paul Wotman reminded the Committee that a meeting with Grant Mickins is now planned to discuss religious institutions and city contracts. This issue will be placed on the August agenda.

Ruth Hughes brought in the article relating to the murder of Charles Howard of Bangor, Maine because he was Gay.

\*\*\*m/s/c to send a letter from HRC to Bangor's DA, Mayor, local media, and Maine's governor concerning the fact that the three suspects were let out on bail because they were not considered a danger to the community. The implications of anti-Gay violence and the precedence this gets will be included. The HRC will be reminded of its relevance to S.F.'s Lesbians and Gay men. o

Lester Olmstead-Rose discussed a homosexual panic defense case and will get the information to Jackie Winnow.

7. Calendar Matters

BATHHOUSE MEETING - July 26, 6:00 p.m. at the VALENCIA ROSE

NEXT L/GAC GENERAL MEETING - August 21, 5:30 p.m. at the State Building,  
350 McAllister, Room 1202.

JW:ltm  
7/23/84





GOALS AND PRIORITIES - LESBIAN/GAY ADVISORY COMMITTEE - FISCAL YEAR 84-85

1. To address the concerns of the Lesbian/Gay community and bring them to the attention of the Human Rights Commission either for action and/or for education.
2. To work on issues of sexual orientation discrimination locally, statewide, and nationally: for instance, passage of AB 1 and rewriting the S.F. Gay Rights Ordinance (Article 33) to make it stronger. We will continue to widely distribute HRC's sexual orientation complaint reports and to educate the community on sexual orientation discrimination and what can be done to fight it.
3. To implement the recommendations of the public hearing report on the hiring and employment practices of Lesbian/Gay businesses, particularly regarding race, color, national origin, and ethnicity in all its aspects through technical assistance in the areas of affirmative action and anti-racism, educational pamphlets, presentations, grant writing for a half-time position, monitoring, etc.
4. To continue to address the AIDS crisis as a prime concern, especially as it impacts the San Francisco Lesbian/Gay/Bi-sexual community. Because of the political implications and civil rights consequences involved in combatting the disease, L/GAC intends to act as a non-partisan, mediative force, while at the same time taking firm stands on issues.
5. When issues of divisiveness occur in the Lesbian/Gay community, L/GAC will act as a mediative force bringing together various forces to educate the community.
6. To assist community groups and individuals by connecting them to appropriate agencies and governmental bodies.
7. To represent the diversity of the Lesbian/Gay community equitably.

JW:pa  
[JW]FJ  
7/20/84



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City and County of San Francisco



Human Rights Commission  
Office of Contract Compliance  
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

DOCUMENTS DEPT.

AUG 15 1984

SAN FRANCISCO  
PUBLIC LIBRARY

\* \* \* \* \*  
\* Meeting \*  
\* Date: August 21, 1984 \*  
\* Time: 5:30 - 7:30 P.M. \*  
\* Place: State Building \*  
\* 350 McAllister Street, Room 1200 \*  
\* San Francisco, California 94102 \*  
\* \* \* \* \*

1. Adoption of the Minutes of July 17, 1984.
2. Commissioner/Staff reports (15 min.)
3. Proposed amendments to Article 33 of the San Francisco Municipal Code: Dana Van Gouder and Matt Coles, Attorney. (30 min.)
4. Proposed amendment to Chapter 12E of the San Francisco Administrative Code allowing inquiry into sexual preference of City employees. (20 min.)
5. AB-1 update (15 min.)
6. Contracts and religious institutions - Paul Wotman (15 min.)
7. Old/New Business (15 min.)
8. Announcements ( 5 min.)
9. Evaluation ( 5 min.)
10. Calendar Matters

L/GAC Members: If you cannot attend the meeting, please call Eileen Gillis at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

EG:bct  
8-14-84





## LESBIAN/GAY ADVISORY COMMITTEE

## Minutes of

Tuesday, August 21, 1984

DOCUMENTS DEPT.

SEP 24 1984

SAN FRANCISCO  
PUBLIC LIBRARY

\*\*\*\*\*

Next Meeting

Date: Tuesday, September 18, 1984

Time: 5:30 - 7:30 P.M.

Place: State Building  
350 McAllister Street  
Room 1202

\*\*\*\*\*

Committee Members Present: Larry Brinkin, Barbara Cameron, Christopher Grubbs, Ruth Hughes, Marty Kashuba, Camilleann Nelson, Norm Nickens, Lester Olmstead-Rose, Commissioner Richard Sevilla, Paul Notman.Committee Members Absent: Jerry Dunbar (excused), Crystal Jang (excused), Commissioner Lyon (excused), Maria Santiago (excused), Carmen Vasquez (excused).Guests: Mark Blyfield, Matt Coles, AttorneyStaff: Eileen Gillis

The meeting was called to order by Commissioner Sevilla at 5:40 p.m.

1). Adoption of the Minutes of July 17, 1984

\*\*\* m/s/c Minutes adopted as is.

2). Commissioner and Staff Reports

Commissioner Sevilla reported that at the August 9, 1984 meeting of the Human Rights Commission, the rules and regulations related to the MBE/WBE ordinance were unanimously approved. In addition, the Commission passed an AIDS Resolution proposed by L/GAC which opposes governmental intervention regulating sex behavior in any bathhouses or other public sex establishment in San Francisco. It additionally opposes any City action to close such facilities.

Commissioner Sevilla has resigned the Commission effective 9/1/84 and is moving to Long Beach. He will be greatly missed by staff and committee members who have worked closely with him. It was \*\*\* m/s/c to express appreciation to Richard Sevilla for his hardworking dedication to the Human Rights Commission and, in appreciation of his spirit, thank him for the accomplishment and joy he has brought to the work addressing civil liberties and the equal rights of Lesbian/Gay people and other minorities.

Eileen Gillis reported that Staff has been working on the AB-1 Bay Area lobbying effort. An upcoming meeting is planned to further organize San Franciscans working for passage of the bill. It will be held on Tuesday, September 6th, at 7:00 p.m. at Valencia Rose, 766 Valencia St. The quarterly sexual orientation complaint report is available and a yearly report will soon be finished which will show a number of trends. Investigated complaints have increased 50% this year to a total of 123. Over \$6,140 has been negotiated in remedies to complainants and the filing population shows that increase in the number of complaints reported by women, in proportion to those reported by men, has increased from 12% to 30%. This indicates that a strong outreach effort has been successful to get more participation from women (a previously under represented population).

Koriel Schreivogl, L/GAC member presently on leave, has resigned because he is moving out of the city. His work with the committee has been extensive and energizing and he will be missed.



3). Amendments to the San Francisco Administrative Code - Chapter 12E

An amendment to the City Administrative Code has been proposed by Supervisors Hongisto and Kopp in the August 7, 1984 meeting of the Board's Civil Service and General Administration Committee. It will be heard for a second reading, with amendments, at the September 13, 1984 Committee meeting and is intended to prohibit the City, as an employer, from inquiring into the sexual orientation or practices of any City employees or job applicant. As originally introduced, Amendment 12E does allow for inquiry into these areas if it is in direct relationship to the fitness of the employee for the job. As amended, it is proposed in the second reading to strike this exception. A few City departments have been lobbying that the second amendment not be passed and the City would then retain the right to inquire into employees' sexual orientation and habits if it affects performance of the job - a situation that is in practice, nonexistent.

After discussion, the Committee \*\*\* m/s/c that L/GAC send a letter to the members of the Board of Supervisors requesting it to pass Amendment 12E protecting City employees from inquiry into sexual orientation, with proposed amendments made that act to not allow inquiry into sexual behavior which bears a direct relationship to the fitness of the employee for work. This letter is to additionally suggest substituting language effecting that inquiry should be allowed only where the practices inquired about are criminal under State law and the inquiry bears a manifest relationship to the fitness of the employee for the work assignment. In addition, it will be suggested that all usage of "sexual preference" should be changed to "sexual orientation" which will act to avoid confusion that could arise if preference is assumed to mean habits, not sexual identity.

4). Proposed Amendments to the San Francisco Gay Rights Ordinance

Matt Coles, Attorney and Mark Blyfield representing Supervisor Harry Britt presented proposed amendments strengthening the S.F. Gay Rights Ordinance - Article 33 of the Municipal (Police) Code and asked the Committee's endorsement of these to the Human Rights Commission. The changes include provisions prohibiting retaliation against complainants and witnesses, the removal of exceptions for businesses with five or few employees or seniority systems, extending protections to educational institutions and all City facilities or services, and expanding from injunctive powers solely to allow a suit to be brought directly either by the City Attorney or District Attorney. The filing period of a complaint will be extended from one to two years and subpoena powers will be brought more directly through the Ordinance itself. Mr. Coles asked L/GAC to request the Commission's endorsement to the Board of Supervisors of these changes and the Committee then \*\*\* m/s/c to do so. These amendments have been introduced to the City Attorney for approval.

5). AB-1 Update - Lester Olmstead-Rose

A brief update given by Lester Olmstead-Rose on the Bay Area Committee for the passage of AB-1 included notification of the planned September 6th meeting at Valencia Rose Cafe, 7:00 p.m. Outreach to various community groups from legal, media oriented, religious, labor and minority sectors has been done to request participation from one or two individuals in each group to organize the lobbying and discrimination documentation efforts helping passage of the bill. Press releases announcing the meeting have gone out, and a pre-planning meeting will be scheduled shortly.

5). Contracts and Religious Institutions - Paul Motman

Mr. Motman gave a report on the research he and HRC staff has done to establish the extent of contracts existing between the City and any religious organization who provides services. The implication is that if churches discriminate then contracts can be called into question, similar to recent events between N.Y. City and Salvation Army. Discussion was held also on the feasibility of extending non-discrimination provisions of the Gay Rights Ordinance to ecclesiastical organizations. The purpose of bringing the issue in question to the attention of the Committee is to inform members and request their continued awareness of the extent local religious organizations extend civil liberties to the Lesbian/Gay community. The issue will be further researched by Mr. Motman and HRC staff.



7). New Business/Old Business

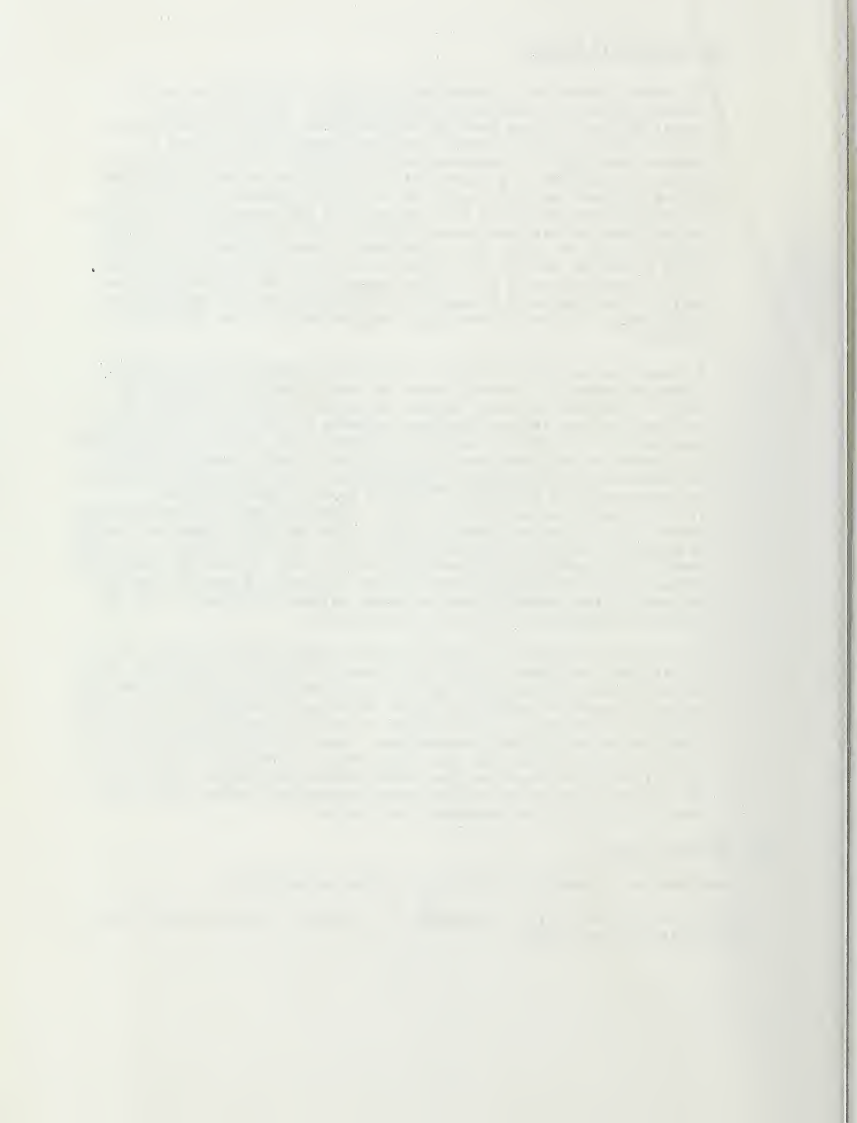
- The recent complaint of misconduct lodged by fellow officers against Police Officer Paul Seidler for kissing another man at the City's annual Gay Pride Parade prompted the Committee to take action expressing its outrage that a friendly greeting between males is used to promote these unfair allegations which threaten Mr. Seidler's position. Because Mr. Seidler is a departmental Gay liaison and the implications of the complaint strongly appear to be targeted against the homosexual community, especially when it is compared to the absence of similar complaints made against heterosexual officers who have acted in a similar manner, it was \*\*\* m/s/c that L/GAC send a letter of inquiry to Police Chief Con Murphy and all Police Commissioners regarding the allegations of this complaint which L/GAC finds demeaning to the Lesbian/Gay community. Inquiries will be made into departmental policy regarding physical contact related to greetings, engaged in by all on-duty police officers.
- A issue of concern also related to the Police Department was raised by committee members. A recent murder of John O'Connell, a gay man who lives in the Polk St. area, appears to be the result of a number of anti-gay, planned attacks that have happened in the City. A Police Inspector, Mr. Ed Erdelantz has been assigned to the case. This individual is a member of the "Cops for Christ" and has signed a recent article published in The San Francisco Policeman which denounces Gays and characterizes homosexual behavior of "falling short of moral standarts. ... violating God's law and nature's law." Committee members expressed their concern that an officer using his title from the Police Department acted to express a public anti-gay statement. This not only serves as a public model giving permission for anti-gay violence but the move to assign this officer to the "fagbashing" case strains all sense of impartiality and fairness in the investigations and shows police protection of the community it represents is likely to be lacking.

It was then \*\*\* m/s/c for L/GAC to request HRC to write a letter to Mr. Al Cassiato, President, P.O.A. with a copy to Mayor Feinstein, the Board of Supervisors, Police Chief Con Murphy and the Police Commissioners expressing concern regarding the public anti-gay statements of Ed Erdelantz appearing in the July, 1984 issue of the official publication of the San Francisco Police Officers Association. These statements publically inflame anti-gay violence and act irresponsibly to represent biased anti-gay belief as the stance of the entire police department. Inquiry will be made as to how these articles were approved and whether they represent the policy of the Department as a whole.

8). Calendar Matters

AB-1 Meeting - September 6, 7:00 p.m. at the Valencia Rose

Next L/GAC GENERAL MEETING - September 12, 5:30 p.m. at the State Building, 350 McAllister, Room 1202.







## LESBIAN/GAY ADVISORY COMMITTEE

\*\*\*\*\*  
 \* Meeting \*  
 \* Date: September 18, 1984 \*  
 \* Time: 5:30 - 7:30 p.m. \*  
 \* Place: State Building \*  
 \* 350 McAllister St, Room 1202 \*  
 \* San Francisco \*  
 \*\*\*\*\*

DOCUMENTS DEPT.

SEP 13 1984

SAN FRANCISCO  
PUBLIC LIBRARYAGENDA

1. Adoption of the Minutes of August 21, 1984
2. Commissioner/Staff reports (10 Min.)
3. Task Force on Equal Benefits Report (35 Min.)
4. Anti-Lesbian/Gay Violence - Community United Against Violence (35 Min.)
5. Bi-Lingual AIDS Information (10 Min.)
6. Old/New Business (15 Min.)
7. Announcements ( 5 Min.)
8. Evaluation ( 5 Min.)
9. Calendar Matters
10. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.





## LESBIAN/GAY ADVISORY COMMITTEE

## MINUTES OF

TUESDAY, SEPTEMBER 18, 1984

## NEXT MEETING

Date: Tuesday, October 16, 1984

Time: 5:30-7:30 p.m.

Place: State Building  
350 McAllister Street, Room 1200  
San Francisco, California 94102

DOCUMENTS DEPT.

OCT 19 1984

SAN FRANCISCO  
PUBLIC LIBRARY

Committee Members Present: Larry Brinkin, Barbara Cameron, Jerry Dunbar, Ruth Hughes, Crystal Jang, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Lester Olmstead-Rose, and Cammen Vazquez.

Committee Members Absent: Chris Grubbs (excused), Camilleann (excused), Maria Santiago (excused), and Paul Wotman (excused).

Guests: Jim Ferels

Staff: Gail Roberts and Jackie Winnow

The meeting was called to order by Commissioner Lyon at 5:35 p.m.

1. Adoption of the Minutes of August 21, 1984

\*\*\* m/s/c Minutes as is.

2. Commissioner and Staff Reports

Phyllis Lyon reported that Richard Sevilla had resigned as a Commissioner as he had moved to Long Beach. In addition to the L/GAC letter thanking him for his service, the Human Rights Commission, at its meeting of September 13, 1984, voted unanimously to send him a letter and a resolution of commendation. Phyllis announced that Sal Roselli had been appointed by the Mayor as the new Commissioner. (Jackie distributed a Chronicle article concerning the appointment). He was not at this meeting due to illness in his family which took him back East. He has not yet been officially sworn-in.

On another matter Phyllis reported that after lengthy discussion, the Human Rights Commission sent the POA a letter concerning the recent publication of the anti-Gay article written by Inspector Jim Higgins. (L/GAC members received copies of the letter).

In addition to her written staff report, Jackie Winnow reported that Eileen had had an emergency appendectomy but was home now and doing well; that although she supported the idea of the L/GAC women's retreat, she couldn't be the only or main organizer; that a meeting at San Francisco General Hospital with the Patient Advocacy Program had been very successful; that some L/GAC members had not turned in their phone tree numbers so they would be assigned contacts; that the Shanti Project needs housing; that the Bates bill, AB 848, needs support; that the Bay Area Sexual Harassment Clinic was holding counselor training seminars; and she reported on recent DPH AIDS statistics.

3. Task Force on Equal Benefits Report

Phyllis Lyon, who was on the task force, reported that the charge of the task force had been "to investigate the feasibility and to make recommendations to



the Mayor for the extension of health benefits to designated beneficiaries of the City employees regardless of whether related by marriage, blood or at all." The task force was chaired by Judge Herb Donaldson and consisted of both Gay and non-Gay members. After meeting with insurance specialists and in consideration of the City's Charter, they decided it was impossible to cover all designated beneficiaries as it would be financially unfeasible and would bankrupt the system due to adverse selection. The Task Force proposed that only Lesbian and Gay partners be covered as a separate entity for a year, the cost being higher than that of a spouse, and that that system be re-evaluated after the year was up. Mayor Feinstein rejected the proposal stating that "It clearly suggests the creation of a special interest category of City employees, and would deny benefits to others with similar needs. Your mandate specifically called for providing equal benefits to all."

Although the Health Service System is the only entity that can make the decision to implement such a program, without the Mayor's recommendation, they probably will not take it up. The Task Force has no plans to continue as its mandate is done.

Jackie reported on a meeting she attended in Supervisor Britt's Office during which it was proposed that a new "domestic partner" ordinance be put through the Board after the November election, basically setting up a workable definition and affidavit registration office. Then a task force would meet to study direction, purpose, and scope of the needs of heterosexual and Lesbian/Gay people with principle partners.

Committee members, by and large, did not believe this approach to be a good one. They believed strongly that the issue should not die as it was one of equal rights and benefits, but that a new vision was needed whereby all dimensions and various strategies were studied by a broad spectrum of people and then direction and focus could be reached. It simply was not a good idea to move too quickly without thinking and studying all the areas and implications involved. Consensus indicated that people believed that both non-married heterosexuals and Lesbians/Gays having principle partness should be included. People were very distressed that only when equal benefits for principle partners was brought up that a cry came out for other dependents, e.g. sisters, fathers, etc. No one had brought up this inequity when covering spouses or discussed the inequity in that.

L/GAC members expressed concern about Mayor Feinstein's reaction to the report, her statement calling Lesbians and Gay men a special interest group, and her purpose in wanting equal benefits for all when the system is currently discriminatory as only spouses and children are included. It was, \*\*\* m/s/c to send Mayor Feinstein a letter from L/GAC discussing the above.

#### 4. Anti-Lesbian/Gay Violence - CUAV

In Diane Christensen's absence, Carmen Vazquez reported that basically the amount of anti-Lesbian/Gay violence has stayed the same, but that the acts themselves have become much more severe.

Presently, 30%-35% of CUAV's reports come from the Polk Street area. After the murder of John O'Connell, a town hall meeting was called together. From that meeting, Supervisors Britt and Molinari have proposed \$100,000 to set up a CUAV Polk Street office. The proposal goes before the Finance Committee next week.

\*\*\* m/s/c to send a letter from HRC to the Finance Committee in support of this proposal. When it reaches the Board and Mayoral level, a letter will also be sent there.



Due to problems in the area, it was decided at the Town Hall meeting that CUAU and other representatives would meet with Northern Station's Captain Shuler. Since the reorganization and appointment of Captain Jordan, the meeting has been rescheduled for October 9th. Points to cover are better sensitivity training and patrol response when needed. At the Town Hall meeting, a picket was discussed but put on hold to see what happens at the meeting.

5. Bi-Lingual AIDS Information

Norm Nickens reported that since April of last year he has repeatedly asked the San Francisco AIDS Foundation about bi-lingual information pamphlets and had been told that it was in the works, would be done soon, or that there were no funds. Jim Ferels of the San Francisco AIDS Foundation responded that there had been no financial commitment by DPH, but that there was now. He talked of finding the right pamphlet to translate and had picked BAPHR's. In a letter to Jackie he firmly committed that the Foundation had the pamphlet in the works and it would be ready in the beginning of November. They needed help with distribution ideas. L/GAC stressed the importance of ethnic sensitivity training. It was \*\*\*m/s/c to send a letter to the San Francisco AIDS Foundation about their lack of response in the past and requesting that the pamphlet(s) be ready by November 1, 1984.

6. Old/New Business

Larry Brinkin raised the problem of L/GAC visibility and the need for publicity. Barbara Cameron talked about having a group picture at Sal Roselli's swearing in ceremony and an article stemming from Sal's appointment. Jackie said that an open house was planned when the new office was ready and that that may draw media attention, as well as Community visibility.

7. Announcements

Carmen Vazquez announced her trip to Nicaragua with a group of women who will be meeting with women's organizations in Nicaragua. Barbara Cameron announced a Pat Norman campaign party and Phyllis and Jackie reported on the one they were giving for Pat on October 10th.

8. Evaluation

Members talked of how well the meeting was chaired and the heavy agenda moved and we decided we were a good group.

9. Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee is on October 16, 1984 at 5:30 in the State Building, 350 McAllister Street, Room 1200.





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10/16/84

LESBIAN/GAY ADVISORY COMMITTEE

\*\*\*\*\*

Meeting

Date: October 16, 1984

Time: 5:30 - 7:30 p.m.

Place: State Building  
350 McAllister Street, Room 1200  
San Francisco

\*\*\*\*\*

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OCT 12 1984

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AGENDA

1. Adoption of the Minutes of September 18, 1984
2. Commissioner/Staff reports (5 Min)
3. GGPA Task Force on the HRC's Public Hearing Report -- Michael Carrillo Hall (15 Min)
4. Report on trip to Nicaragua -- Carmen Vazquez (15 Min)
5. Old/New Business (15 Min)
6. Announcements (5 Min)
7. Calendar Matters
8. L/GAC Get Together with new Commissioner Sal Roselli (60 Min)

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.

JW:jw





## LESBIAN/GAY ADVISORY COMMITTEE

MINUTES OF  
TUESDAY, OCTOBER 16, 1984

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\* NEXT MEETING \*  
\*  
\* Date: Tuesday, November 20, 1984 \*  
\* Time: 5:30 - 7:30 p.m. \*  
\* Place: State Building \*  
\* 350 McAllister Street, Room 1200 \*  
\* San Francisco, California 94102 \*  
\*\*\*\*\*

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NOV 29 1984

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Committee Members Present: Larry Brinkin, Barbara Cameron, Chris Grubbs, Ruth Hughes, Crystal Jang, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Lester Olmstead-Rose, Sal Roselli (Commissioner Co-Chair), Carmen Vazquez, and Paul Wotman.

Committee Members Absent: Camilleann, Jerry Dunbar (excused) and Maria Santiago (excused).

Guests: Jim Ferels, Michael Carrillo Hall, and Gary Titus.

Staff: Eileen Gillis, Gail Roberts, Chris Van Stone, and Jackie Winnov.

The meeting was called to order by Commissioner Lyon at 5:40 p.m.

1. Adoption of the Minutes of September 18, 1984

\*\*\* m/s/c Minutes as is.

2. Commissioner and Staff Reports

There was no new Commission business to report.

In addition to her written staff report, Jackie Winnov reported that the CUAU funding proposal, 12E the Sexual Privacy Ordinance, and the anti-bias Ordinance were all vetoed by the Mayor. A slim chance exists for override. Ms. Winnov also reported on the bath house closure situation; that the Job Development Program of Central City Hospitality House is now providing a job placement service for low-income Gay men and Lesbians and can be contacted at 776-2102; that she did not attend the last Domestic Partnership Task meeting, but has been informed that the task force has expanded representation, will thoroughly study the Domestic Partnership issue and that there is presently no movements to push this issue through legislation; that she will be organizing a Lesbian/Gay Liaison fundraiser - open house in honor of the bigger office and would like volunteers for time and donations; that the L/GAC Unit has a new MSW intern, Chris Van Stone; that Bill Upton of the HRC Employment Committee has died; that the new Commissioner, Sal Roselli will be sworn in on Tuesday, October 23rd, 11:00 a.m. Mayor's Office, Room 200, City Hall and all are invited to attend; that a Women's AIDS Network (WAN) sponsored conference regarding prevention and education strategies for women at risk to contract AIDS will be held November 16, 1984, 8:30 a.m. to 3:30 p.m. at the Women's Building, 3543 18th Street.

3. GGBA Task Force on the HRC's Public Hearing Report.

Michael Carrillo Hall of the GGBA Task Force discussed the planned efforts of the GGBA to meet the specific recommendations from the HRC's Public Hearing Report, concerning business associations. Extensive commitments were made to work in cooperation with L/GAC and staff to implement these



affirmative action principles with member businesses of the umbrella organization.

Dealing with the Tavern Guild will be taken up at the next L/GAC meeting.

4. Report on Trip to Nicaragua - Carmen Vazquez

Carmen reported on her eleven day trip to Nicaragua taken as a member of the Women's Alliance Against Oppression Group. She discussed meetings, held with Nicaraguan Women's Political Organizations. Carmen talked at length about the political and social conditions of the country which are impacted greatly by the threat of U.S invasion and its intervention.

5. Old/New Business

Gary Titus informed the Committee on the specifics budgeted within DPH's AIDS - related supplemental request to the Mayor. It has been presented for review to the Mayor's Office and Gary clarified that he was not asking for Committee approval of the supplemental, but was attempting to keep members informed on current AIDS funding and requested assistance with stressing to the Mayor's Office the time urgency of this supplemental.

\*\*\*m/s/c to send a letter to the Mayor from the HRC advising her of the urgency of her decisions.

Larry Brinkin then turned the discussion to the closure of the Bath Houses and moved to send a letter to Roger Boas expressing outrage at the closure and requesting him to ask for Dr. Silverman's resignation. The Committee decided to separate these issues into two different motions. It was then \*\*\* m/s/c to send a letter from the Committee to Roger Boas expressing outrage concerning the Bath House closure.

After a lengthy discussion, the Committee did not move to send a letter asking for Dr. Silverman's resignation. Larry Brinkin then called for the vote, to be a poll call reorded vote. Those who were in favor were: Paul Wotman, Carmen Vazquez, Larry Brinkin, and Norm Nickens. Those opposed were: Chris Grubbs, Phyllis Lyon, Ruth Hughes, Lester Olmstead-Rose, Crystal Jang, and Barbara Cameron.

7. Calendar Matters

The next meeting of the Lesbian/Gay Advisory Committee will be on November 20, 1984, at the State Building, Room 1200.

8. The Committee then adjourned to a welcoming celebration for Commissioner Roselli.



City and County of San Francisco



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11/20/84

Human Rights Commission  
Office of Contract Compliance  
Office of Dispute Resolution

LESBIAN/GAY ADVISORY COMMITTEE

\*\*\*\*\*  
\* Meeting \*  
\* Date: Tuesday, November 20, 1984 \*  
\* Time: 5:30 - 7:30 p.m. \*  
\* Place: State Building \*  
\* 350 McAllister St., Rm. 1200 \*  
\* San Francisco \*  
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AGENDA

1. Adoption of the Minutes of October 16, 1984
2. Commissioner/Staff Reports [15 Min.]
3. Sexual Orientation Discrimination [15 Min.]  
Report FY 83-84 - Eileen Gillis
4. Public Hearing Report and the Tavern Guild [20 Min.]
5. Activities of BLUET-SF - Tom Horan [20 Min.]
6. Women's Businesses and the PH Report [20 Min.]
7. Old/New Business [15 Min.]
8. Announcements [ 5 Min.]
9. Evaluation [ 5 Min.]
10. Calendar Matters
11. Adjournment

L/GAC Members: If you cannot attend the meeting, please  
call Jackie Winnow at 558-4901.

NOTE: L/GAC meetings are open to the public and public discussion  
may be permitted at the discretion of the Chair.

JW:gm  
11/9/84



LESBIAN/GAY ADVISORY COMMITTEE

Minutes of

Tuesday, November 20, 1984

DOCUMENTS DEPT.

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\* Next Meeting \*  
\*  
\* Date: Tuesday, December 18, 1984 \*  
\* Time: 5:30 - 7:30 p. m. \*  
\* Place: State Building \*  
\* 350 McAllister Street, Room 1200 \*  
\* San Francisco. \*  
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JAN 2 1985  
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Committee Members Present: Larry Brinkin, Camilleann, Jerry Dunbar, Chris Grubbs, Ruth Hughes, Crystal Jang, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Mickens, Sal Rosselli (Commissioner Co-Chair), Maria Santiago, Carmen Vazquez, and Paul Wotman

Committee Members Absent: Barbara Cameron (excused) and Lester Olmstead-Rose (excused)

Guests: Randy Burns, Jim Forsman, and H. C. Thunder Hawk

Staff: Eileen Gillis, Gail Roberts, Chris Van Stone, and Jackie Winnow

The meeting was called to order by Commissioner Lyon at 5:35 p.m.

1. Adoption of the Minutes of October 16, 1984

\*\*\* m/s/c Minutes as is.

2. Commissioner and Staff Reports

Phyllis Lyon reported that there was no new Commission business to relate.

Jackie Winnow reported that the open house party on November 29th will give people an opportunity to meet members of staff and the Committee as well as raise money for the office and projects; that she and Eileen had attended Judge Wonder's preliminary injunction hearing concerning the bathhouse situation and that the City's transcripts were in the office for members interested in reading them; that a letter from HRC was sent to Mayor Feinstein regarding the need for expeditious treatment of the AIDS supplemental, a reply was received and the supplemental has been approved but approximately \$400,000 was cut out of the 2.5 m budget, while the 20,000 allocated to bathhouse investigation was raised to \$50,000; that the Shanti Project, San Francisco AIDS Foundation, the AIDS Activities Office of DPH and HRC's Lesbian/Gay staff have begun work on a three month AIDS Discrimination Reporting Project (December 1-March 1), which will centrally collect and assess discrimination, harassment and gaps in services based on AIDS; that the San Francisco AIDS Foundation was still experiencing problems concerning the multilingual pamphlets: however, the Japanese, Tangelog, and Chinese translations have been completed; that Robert Lewis, Steve Pratt, and she had met with Dr. Geoffrey Lang of San Francisco General Hospital to discuss problems in services to people with AIDS not housed in Ward 5B; that an interview with KNBR regarding racism in the Lesbian/Gay business community would be taking place soon; that L/GAC's goals and priorities had been accepted by the HRC; and that wages due Lesbians were petitioning to include women's unpaid work in the home and in agricultural production in the GNP. Jackie also related that the AIDS statistics for October, 1984 were 59 new cases, 29 deaths, and the number of deaths had doubled since October of 1983; that the Lesbian and Gay





LESBIAN/GAY ADVISORY COMMITTEE

Minutes of

Tuesday, November 20, 1984

2. (Cont'd)

men's work brigade to Nicaragua was inviting endorsements and donations; that there will be a conference on Lesbian/Gay suicide December 8th, at Trinity Episcopal Church, 1668 Bush Street, San Francisco, 752-4866; and that Barbara Cameron is recuperating from and appendectomy.

3. Sexual Orientation-Discrimination Report.

Eileen Gillis presented the Annual Report on Sexual Orientation Discrimination. She stressed the importance of this documentation in regards to lobbying for ABL. \*\*\* m/s/c to accept the report. Commissioner Lyon commented on the report's excellent quality. The report is available upon request.

4. Public Hearing Report and the Tavern Guild.

After a lengthy discussion of possible methods for dealing with the Tavern Guild's lack of response to the HRC's Public Hearing Report, members of the Committee agreed that a final attempt should be made by written invitation, requesting them to attend L/GAC's next meeting before using other means of direct action. M/s/c to send a letter to the Tavern Guild requesting their presence.

5. Activities of BWMT - San Francisco - Tom Horan.

Tom Horan reported on the recent efforts of BWMT-SF to educate the public regarding racial discrimination in Gay bar employment. Tom passed out pamphlets that BWMT had been distributing and discussed some of the difficulties they had been having getting responses from business owners. Committee members suggested organizing a petition for businesses to sign that endorse BWMT's efforts.

6. Women's Businesses and the PH Report.

After discussion, it was \*\*\* that a task force should be formed to conduct a survey by L/GAC's women members to deal specifically with women's bars and the PH report.

7. Old/New Business.

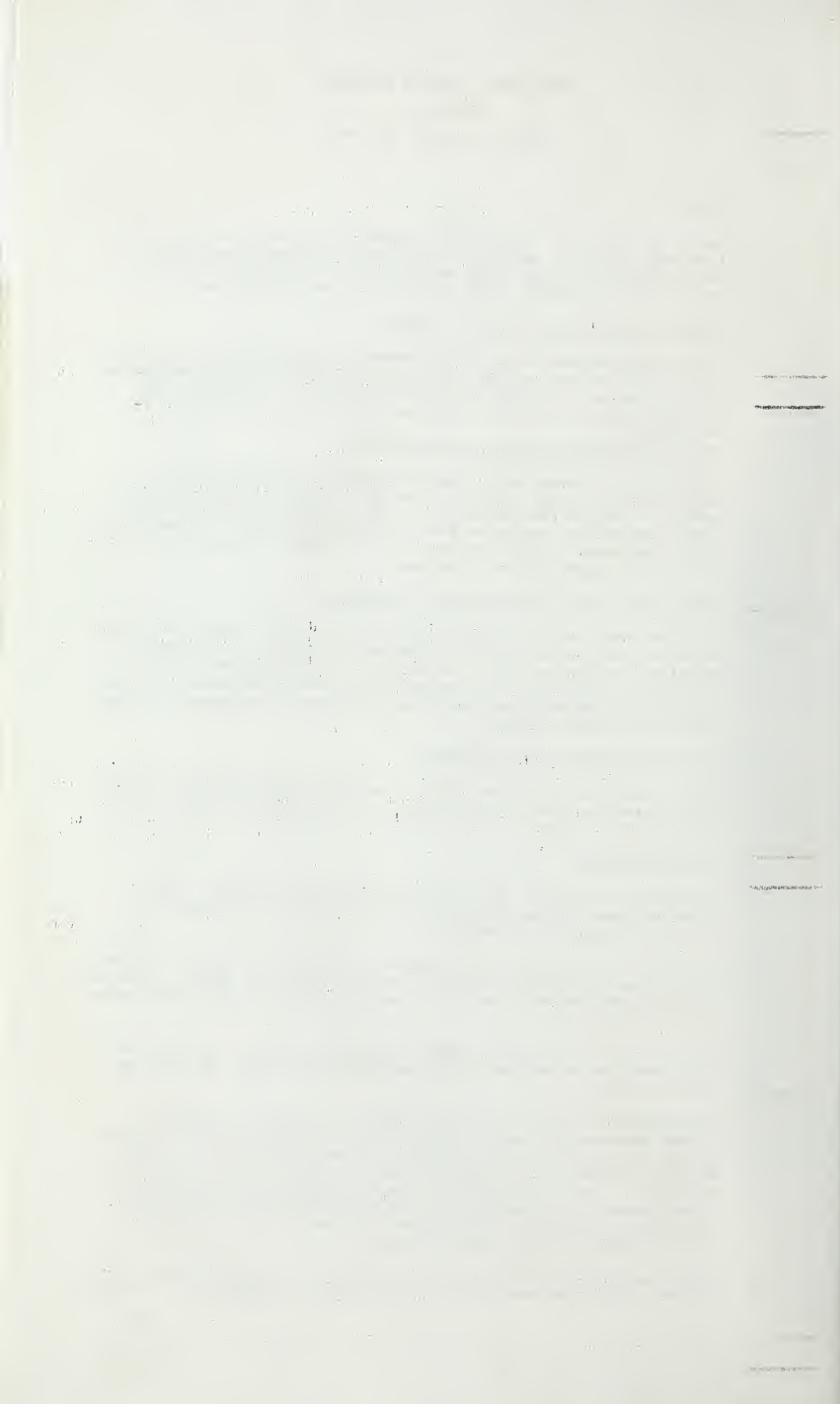
Sal Rosselli brought up the issue of money allocated for bathhouse investigations. Through discussion it was requested that staff look into this appropriation further.

It was \*\*\* m/s/c to request HRC approve a resolution against surveillance as it is an infringement on people's privacy rights and against allocating funds for such purposes, as well as the practice of spending money before it is allocated.

Randy Burns of Gay American Indians requested to be put on the Committee's next agenda to discuss some of his organization's issues and concerns. and it was agreed.

Carmen Vazquez then turned the discussion to the AID'S Foundation survey concerning Gay men. Different members expressed concern over the misrepresentation of the Gay community the survey presented. Jackie reported that she had the raw data from the survey, and it was available to members. \*\*\* It was decided that a L/GAC taskforce, consisting of Carmen Vazquez, Sal Rosselli, Paul Wotman, Norm Nickens, Phyllis Lyon, Jerry Dunbar, and Jackie Winnow be put together to study the issue in depth and make concrete recommendations.

- Marty Kashuba reported that there was a health care problem facing women currently being addressed and she would explicate further at a later date.



LESBIAN/GAY ADVISORY COMMITTEE  
Minutes of  
Tuesday, November 20, 1984

8. Announcements.

People reported on various parties. Norm Nickens' birthday was November 29.

9. Evaluations

Committee members agreed that the meeting was Co-Chaired well.

10. Calendar Matters.

The next meeting of the Lesbian/Gay Committee will be on December 18, 1984, at the State Building, 350 McAllister Street, Room 1200.



City and County of San Francisco

Human Rights Commission

Office of Contract Compliance

Office of Dispute Resolution



LESBIAN/GAY ADVISORY COMMITTEE

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MEETING

Date: Tuesday, December 18, 1984

Time: 5:30 to 7:30 p.m.

Place: State Building  
350 McAllister Street, Room 1200  
San Francisco

DOCUMENTS DEPT.

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AGENDA

1. Adoption of the Minutes of November 20, 1984
2. Commissioner/Staff Reports (10 Min.)
3. Gay American Indians -- Randy Burns, Jim Forsman, (20 Min.)  
and H. C. Thunder Hawk (introduced by Jerry Dunbar)
4. Tavern Guild - Jim Bonko and Russ Glen (30 Min.)
5. Gay Men's Survey (10 Min.)
6. Old/New Business (20 Min.)
7. Announcements ( 5 Min.)
8. Evaluation ( 5 Min.)
9. Calendar Matters
10. Adjournment

L/GAC Members: If you cannot attend the meeting, please call Jackie Winnow at 558-4901.

Note: L/GAC meetings are open to the public and public discussion may be permitted at the discretion of the Chair.



LESBIAN/GAY ADVISORY COMMITTEE

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## Minutes of

JAN 22 1985

Tuesday, December 18, 1984

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\* NEXT MEETING \*  
\*  
\* Date: Tuesday, January 15, 1985 \*  
\* Time: 5:30 - 7:30 p.m. \*  
\* Place: State Building \*  
\* 350 McAllister Street, Room 1200 \*  
\* San Francisco, California 94102 \*  
\*\*\*\*\*

Committee Members Present: Larry Brinkin, Barbara Cameron, Camilleann, Jerry Dunbar, Ruth Hughes, Crystal Jang, Marty Kashuba, Phyllis Lyon (Commissioner Co-Chair), Norm Nickens, Lester Olmstead-Rose, Sal Rosselli (Commissioner Co-Chair), Maria Santiago and Carmen Vazquez.

Committee Members Absent: Chris Grubbs (Excused) and Paul Wotman (Excused)

Guests: Jim Bonko, Randy Burns, Jim Forsman, Erna Pahe, H. C. Thunder Hawk, and Mark Waukchen.

Staff: Eileen Gillis, Gail Roberts, Chris Van Stone, and Jackie Winnow.

The meeting was called to order by Commissioner Rosselli at 5:30 p.m.

1. Adoption of the Minutes of November 20, 1984

\*\*\* Minutes as is.

2. Commissioner and Staff Reports

Phyllis Lyon reported that the Human Rights Commission unanimously voted to accept the excellent Annual Report on Sexual Orientation Discrimination presented and written by Eileen Gillis. Sal Rosselli thanked Jackie Winnow and staff for the fine open house.

In addition to her written staff report, Jackie Winnow thanked members of L/GAC for their cooperation in making the open house a success. She reported that \$208.09 had been collected after expenses and members talked about increased need for fundraising for office equipment, printed materials, and L/GAC functions. She commented on the successful AB 1 publicity efforts of Lester and Eileen (Article in B.A. R.), an interview she had with KPFA and the B.A.R.'s planned spread on the annual complaint report. She passed out AIDS Discrimination Project forms and stressed the importance of having effected people fill them out. Jackie pointed out that if a department does not comply with Chapter 12D (MBE/WBE/LBE Ordinance), the HRC attempts to negotiate a resolution and if that cannot be achieved the Mayor is notified of the situation. A meeting is being planned between San Francisco AIDS Foundation, Larry Bye of Research Associates, and certain L/GAC members to discuss the Gay men's survey. Jackie expanded on the employment conference for Lesbians and Gay men set for June 1st, particularly in the areas of sponsorship and workshops. The L/GAC women's contingent was meeting to do the Lesbian bar survey. After Frank Anderson gave his annual report on the office of Revenue Sharing Compliance Agreement at a recent HRC meeting, Commissioner Chung queried about affirmative action for Lesbians and Gay men. As we have discussed in the past, while we strongly believe in equal participation for Lesbians and Gay men, Lesbian/Gay sensitive positions, and non-discrimination, affirmative action for Civil Service employees cannot be carried out as it requires an invasion of privacy, as it would for religion, national origin, age, etc. The





surveillance resolution will be prepared for HRC's January meeting. She reported that the Vanguard Foundation was looking for Lesbians and Gay men for the allocations Committee. An updated L/GAC member list was passed around, as well as new AIDS statistics. Anyone knowing someone who wants to donate 2 or 3 hours a week doing clerical work should contact Jackie. \*\* L/GAC has been confirmed for space in Room 1200 from 5:30 to 7:30 p.m. on January 15, February 19, March 19, April 16, May 21, and June 18. Please mark your calendars accordingly. \*\*

3. Gay American Indians -- Randy Burns, Jim Forsman, Erna Pahe, and H. C. Thunder Hawk.

Before introducing the Gay American Indian representatives, Jerry Dunbar expressed his concerns in regard to the lack of services and discrimination that he has witnessed at the American Indian Center. He passed the Center's brochure around to members and explained which services were and were not being provided.

Randy Burns introduced members of GAI who each gave personal testimony stating that they have been discriminated against because of their sexual orientation by the American Indian Center. (The Center receives OCD and Hotel Tax Fund money, as well State and Federal monies.) GAI guests also expressed their anger and concern over the lack of services generally provided by the center and asked Committee members for suggestions for dealing with this problem.

Commissioner Rosselli opened the discussion to Committee members and it was then decided that the problems GAI was encountering were not solely Lesbian/Gay issues. It was then \*\*\*m/s/c to form a joint meeting with the Social Issues Police Liaison Committee, representatives from GAI, the Executive Director and Board of the American Indian Center and to have staff work with GAI to build an agenda for that meeting.

4. Tavern Guild - Jim Bonko

It was requested that Jim Bonko of the Tavern Guild, present to the Committee the Association's intentions concerning the Public Hearing Report recommendations. Jim Bonko related to the Committee that the Association was more of a social group than a business organization and that membership businesses would not appreciate being told who to hire. Committee members talked about the role of the executive board in a voluntary agency and how Tavern Guild had directed and guided membership at other times. Members told Bonko of the work of the GGBA. After lengthy discussion, it was agreed that the Tavern Guild, with the help of Norm Nickens, would form an Ad Hoc group to deal with minority issues. It was also agreed that there would be an exchange of the Guild's Board members and L/GAC Committee member mailing lists for further communication; and that L/GAC members would attend the next Tavern Guild executive and general meeting on January 22nd at the Russian River. There would be an update on this meeting at the next L/GAC meeting.

5. Gay Men's Survey

The Gay Men's Survey will be discussed at a later date, after staff and Committee members meet with representatives of Research Associates and the San Francisco AIDS Foundation.

6. Old/New Business

Sal moved the discussion to the issue of DPH's surveillance of the bathhouses.

It was \*\*\*m/s/c that when the surveillance resolution is passed by the HRC, a letter go to each member of the Board of Supervisors expressing L/GAC and HRC's concern over the \$50,000 appropriation, asking members to explain their vote and pointing out other more important uses of the money.

Marty Kashuba related to the Committee that the Shanti Project is no longer offering death and dying counseling services for women. The matter is being investigated by her and a group of other women, as well as Eileen Gillis and they will be reporting back to the Committee. It was decided that funding for women's health needs would be addressed at the February meeting.

7. Calendar Matters

The next meeting of the Lesbian/Gay Committee will be on January 15, 1985, at the State Building, 350 McAllister Street, Room 1200 at 5:30 p.m.

The first part of the report deals with the general situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The second part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The third part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The fourth part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The fifth part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The sixth part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The seventh part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

The eighth part of the report deals with the financial situation of the country and the progress of the work during the year. It is followed by a detailed account of the various projects and the results achieved. The report concludes with a summary of the work done and a list of the names of the persons who have contributed to it.

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